



# **City of Riverside**

## **FRINGE BENEFITS**

### **AND**

## **SALARY RESOLUTION**

Effective January 4, 2007

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## **Part I**

# **Fringe Benefits Resolution**

## **PART I - FRINGE BENEFITS RESOLUTION**

### **RESOLUTION NO. 21052**

#### **Section 1. HOLIDAY**

- a. Authorized holidays are as set forth in Table 1 which is attached hereto and incorporated herein by reference, including certain limitations and exceptions set forth therein, and except when the best interests of the City so require, municipal offices shall be closed on such days.
- b. The provisions of state law making every day on which an election is held throughout the state a state holiday shall not apply nor be a City holiday. If a holiday falls on Sunday, the following Monday shall be considered a holiday. If a holiday falls on Saturday, the preceding Friday shall be considered a holiday.
- c. Except as hereinafter provided, all regular, full-time employees, regardless of numbers of hours worked per shift, shall be allowed leave of absence with pay not to exceed eight (8) hours for every authorized holiday with the exception of Fire Unit personnel working fifty-six (56) hour weeks who shall receive twelve (12) hours of pay for every authorized holiday. Regular part-time employees who are regularly scheduled to work thirty (30) to thirty-nine (39) hours per week shall be entitled to receive holiday pay at three-fourths (3/4ths) the regular daily rate and those regularly employed between twenty (20) to twenty-nine (29) hours per week shall be entitled to receive holiday pay at one-half (1/2) the regular daily rate. Temporary, seasonal and less than half-time employees shall not receive leave of absence pay for holidays.
- d. If a holiday falls on an employee's regular day off, said employee shall receive eight (8) hours, unless otherwise provided, additional regular compensation or the employee may request compensatory time off of eight (8) hours with the approval of such employee's department head. If an employee is required to work on a holiday as a regularly scheduled work day, said employee shall receive additional compensation for eight (8) hours paid at said employee's normal hourly rate or the employee may request compensatory time off of eight (8) hours with the approval of the employee's department head; provided, however, an employee in the Public Utilities Field Unit whose regular shift assignment falls on a scheduled holiday and who is required to work on that day shall not be able to take compensatory time off but shall be paid at the rate of two (2) times said employee's regular hourly rate including automatic earnings plus straight time for the holiday.
- e. In order to be eligible for holiday pay, an employee in the Public Utilities Field Unit must be either at work or on paid leave of absence on the regularly scheduled work day immediately preceding the holiday or day observed in lieu of the holiday, and the regularly scheduled work day immediately following the holiday or day observed in lieu of the holiday. No employee in the Public Utilities Field Unit who is on suspension or unpaid leave of absence on either the regularly scheduled work day immediately preceding or immediately following the

holiday or day observed in lieu of the holiday shall receive compensation eight (8) hours for paid holiday or day observed in lieu of the holiday.

- f. All current employees in the Fire Management Group shall make a one time designation, regarding the form in which all future holiday compensation will be received, which designation shall be binding for the remainder of that employee's career in the City Fire Department. Annual Holiday benefits will be compensated in cash payment the last pay period of November of each year and shall be counted as base pay for the purposes of retirement.

All new employees in the Fire Unit shall be regarded as electing to receive holiday compensation in the form of time off with pay. Each such current and future employee, upon the conclusion of the employee's initial probationary period, must make a one-time designation to receive all future holiday compensation either as (1) compensatory time off benefits, the value of which will not be reportable to PERS as "compensation earnable" and therefore will not be included in the computation of retirement benefits or contributions, or as (2) a cash payment, which will be reportable to PERS as "compensation earnable" and which will be included in those calculations. Those individuals electing to receive all future holiday compensation as a cash payment will be entitled to receive a lump sum payment the last pay period of November each year, even though the holiday pay may be reportable to PERS when earned. Holiday benefits are and shall continue to be earned and accrued on a calendar year basis.

- g. Each employee in the Police Unit, the Police Management Unit and Police Supervisory Unit shall elect prior to each holiday in the calendar year whether that employee wishes to defer receipt of compensation. Employees electing deferred payment shall receive the value of all unused or unpaid holidays in one lump sum payment at the end of the last pay period in December.
- h. Each employee in the Police Unit, Police Supervisory Unit, and Police Management Unit shall have holiday time credited based on shift hours. This means, for example, that an employee assigned a ten (10) hour shift shall receive ten (10) hours holiday time credit, and an employee assigned a twelve (12) hour shift shall receive twelve (12) hours holiday time credit. Similarly, an employee on a ten (10) hour work day authorized to be off on a holiday shall be considered as having worked ten (10) hours on the holiday.
- i. Each regular Solid Waste Collector I, II and III, in the Refuse Unit shall be subject to the following holiday week schedule:
  - (1) If the holiday falls on a Monday, employees shall work Tuesday, Wednesday, Thursday and Friday;
  - (2) If the holiday falls on a Tuesday, employees shall work Monday, Wednesday, Thursday and Friday;

- (3) If the holiday falls on a Thursday, employees shall work Monday, Tuesday, Friday and Saturday subject to the conditions below;
- (4) If the holiday falls on a Friday, employees shall work Monday, Tuesday, Thursday and Saturday subject to the conditions below; and
- (5) If the holiday falls on a Saturday, employees shall work their regular schedule and receive holiday pay for Friday.

Saturday work under subparagraphs three (3) and four (4) above shall be paid at twice the employee's regular hourly rate. Management shall first seek volunteers for such work; if there are insufficient volunteers the City shall assign employees on the basis of inverse seniority within the applicable classification.

**TABLE 1 – HOLIDAY**

HOLIDAY/UNIT	GENERAL <sup>4</sup>	EXECUTIVE	MGMT. I	MGMT. II	CONFID.	REFUSE	P.U. FIELD	POLICE	POLICE SUPV.	POLICE MGMT.	FIRE	FIRE MGMT. <sup>5</sup>
New Year's Day - January 1	X	X	X	X	X	X	X	X	X	X	X	X
Martin Luther King Day - 3rd Mon. In Jan.	X	X	X	X	X	X <sup>3</sup>	X	X	X	X	X	X
Lincoln Birthday - February 12						X			X	X		
President's Day - 3rd Mon. In Feb.	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>3</sup>	X	X	X	X	X <sup>2</sup>	X
Cesar Chavez Day - Last Mon. In March						X						
Memorial Day - Last Mon. In May	X	X	X	X	X	X <sup>3</sup>	X	X	X	X	X	X
Independence Day - July 4	X	X	X	X	X	X	X	X	X	X	X	X
Labor Day - 1st Mon. In Sept.	X	X	X	X	X	X <sup>3</sup>	X	X	X	X	X	X
Columbus Day - 2nd Mon. In Oct.	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X	X	X	X	X	X <sup>2</sup>	X
Veteran's Day - November 11	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X	X	X	X	X	X <sup>2</sup>	X
Thanksgiving - 4th Thurs. In Nov.	X	X	X	X	X	X	X	X	X	X	X	X
Day after Thanksgiving - 4th Fri. In Nov.	X	X	X	X	X		X	X	X	X	X	X
Christmas Day - December 25	X	X	X	X	X	X	X	X	X	X	X	X
<b>TOTAL</b>	11	11	11	11	11	12	11	11	12	12	11	11

<sup>1</sup>Except Library personnel who are given a floating holiday in lieu of. Said holidays must be taken within one year of being earned. In the event approval of the request is not granted within the one-year period, the employee shall receive one day's additional regular compensation in lieu thereof.

<sup>2</sup>Except non-shift personnel in Fire Unit who are given a floating holiday in lieu of. Said holidays must be taken within one year of being earned. In the event approval of the requested holiday is not granted within the one-year period, the employee shall receive one day's additional regular compensation in lieu thereof.

<sup>3</sup>Employees will work Tuesday through Friday and receive eight (8) hours additional day in lieu of holiday.

<sup>4</sup>Includes Police Officer Trainee and Firefighter Trainee.

<sup>5</sup>The Fire Chief shall accrue Fringe Benefits commensurate with the level of Fire Management.

## **Section 2. OVERTIME**

- a. It shall be the duty of all department heads to operate their respective departments with a minimum amount of overtime. If the best interests of the City require that an employee work beyond the regular number of hours of work scheduled, such employee shall be compensated as hereinafter set forth.
- b. Except as may be hereinafter set forth in this section, every full-time employee shall be compensated for overtime as set forth in Table 2, which is attached hereto and incorporated herein by reference.
- c. All members of the Fire Unit who are assigned to fire suppression duties and work shifts of twenty-four (24) hour duration shall be paid overtime for all time worked in excess of the regularly scheduled work shift or in excess of one hundred eighty-two (182) hours in a twenty-four (24) day work period. For all other employees in the Fire Unit, the work period shall be seven (7) days commencing Friday midnight and extending to the following Friday midnight. Such employees assigned to fire suppression duties shall receive overtime compensation therefore as follows:
  - (1) For the purposes of administering this policy in accordance with the City's fourteen (14) day pay period, City shall pay fire suppression employees one hundred twelve (112) hours per pay period as follows:
    - (a) The first one hundred six (106) hours shall be paid at straight time.
    - (b) The last six (6) hours shall be paid at one and one-half (1 ½) time the employee's regular hourly rate of pay including automatic earnings.
  - (2) All hours worked beyond the regularly scheduled hours of work in a pay period shall be paid at one and one-half (1 ½) times the employee's regular hourly rate of pay including automatic earnings.
- d. A Fire Unit employee may not volunteer to work overtime on his/her own shift while utilizing vacation benefits. An employee may work to cover an absence caused by his/her vacation upon the condition that the employee be compensated therefor at his/her regular hourly rate of pay. When such occurs, vacation time shall not be counted as "hours worked" for purposes of the Fair Labor Standards Act during the affected pay period(s).
- e. Sergeants shall be paid one-half (½) hour at their normal over-time rate for each day worked as compensation for roll call preparation. Although the parties agree that such roll call preparation is estimated to take an average of thirty (30) minutes daily, there is no requirement of a sergeant to arrive one-half (½) hour early for each shift, or to remain one-half (½) hour after the shift in order to receive this benefit. The over-time is to be paid on top of (in addition to) other over-time hours worked. The over-time is considered to begin at the sergeants' normally



scheduled end of watch. All patrol sergeants shall receive this over-time for each shift worked.

- f. In the event an employee employed on a part-time or temporary basis is required to work beyond regular working hours, compensation shall be at the normal hourly rate including automatic earnings up to forty (40) hours per work week. For hours worked beyond forty (40) in a work week, such employee shall be compensated at the rate of one and one-half (1 ½) said employee's hourly rate including automatic earnings.
- g. Notwithstanding the foregoing provisions of this section, except for uniformed police personnel and firefighters who are scheduled on a shift basis which includes their meal period, time allowed for meal periods shall not be compensable unless required by provisions of the Fair Labor Standards Act.
- h. All overtime must be authorized and approved by the department head and the City Manager.
- i. The City Manager, department heads and those management employees designated by the City Manager shall not be subject to the provisions of this section relating to overtime but shall work such hours as may be necessary for the effective operation of their respective departments.
- j. The City Manager or his/her designee may grant, in his/her discretion, administrative leave to reward extraordinary performance by staff.

**TABLE 2 – OVERTIME<sup>1</sup>**

	<b>GENERAL<sup>3</sup></b>	<b>MGMT LEVEL I</b>	<b>CONFID.</b>	<b>REFUSE</b>	<b>P.U.<sup>4</sup> FIELD</b>	<b>POLICE</b>	<b>FIRE</b>	<b>FIRE MGMT</b>
Regular Overtime	1.5X	1.5X	1.5X	1.5X <sup>2</sup>	2X	1.5X	1.5	1. <sup>5 6</sup>
Graveyard Overtime <sup>5</sup> Midnight to 7:00 a.m.		2X	2X					
Graveyard Shift	2X	2X						

<sup>1</sup>Overtime for full-time employees is compensated at the rate indicated in the schedule times the employee's hourly rate to include automatic earnings.

<sup>2</sup>An employee in the Refuse Unit shall be compensated at the rate of one and one-half (1 ½) times the hourly rate for all hours assigned, authorized and actually worked in excess of ten (10) in any one (1) workday in any workweek during which the employee is not absent for any reason other than holiday or vacation; and in such workweeks when the employee is absent for a reason other than holiday or vacation, the employee shall be paid one and one-half (1 ½) times the regular hourly rate including automatic earnings for all hours assigned, authorized and actually worked in excess of forty (40) in any one workweek.

<sup>3</sup>Includes Police Officer Trainee and Firefighter Trainee.

<sup>4</sup>Overtime compensation shall be based upon the shift differential, if any, applicable during the overtime hours actually worked; except that shift differential shall be excluded from the regular rate of pay for the purpose of computing overtime of the double-time rate.

<sup>5</sup>Emergency overtime does not apply to those employees who work between the hours of midnight to 7:00 a.m. on a regularly scheduled shift.

<sup>6</sup>Fire Battalion Chiefs are designated as exempt under FSLA. Overtime compensation is provided to Fire Battalion Chiefs (day shift) for emergency call-backs, for all hours worked, when the emergency exceeds three (3) hours, in accordance with Section 6 (b), call-back time.

### **Section 3. COMPENSATORY TIME**

All regular, full-time employees may request compensatory time off for overtime worked in lieu of cash payment, calculated by multiplying the number of hours of overtime worked by one and one-half ( $1 \frac{1}{2}$ ), and subject to the approval by the department head; provided, however, accrued compensatory time off at any point in time is limited as set forth in Table 3, which is attached hereto and incorporated herein by reference.

**TABLE 3 – COMPENSATORY TIME LIMITS**

	GEN'L	EXEC.	MGMT. I    II		CONFID.	REFUSE	P.U. FIELD	POLICE	POLICE SUPV.	POLICE MGMT.	FIRE	FIRE MGMT.
Comp Time Limits	120 <sup>1,4</sup>	N/A <sup>3</sup>	120	N/A <sup>3</sup>	120	42	64 <sup>6</sup>	120 <sup>2</sup>	140 <sup>2</sup>	120 <sup>2</sup>	56	100

<sup>1</sup>In November, accumulated compensatory time over forty-two (42) hours shall be paid for in cash.

<sup>2</sup>In December, accumulated compensatory time over forty-two (42) hours shall be paid for in cash. Banking over-time hours worked as compensatory time or being paid as cash over-time shall be the exclusive election of the employee.

<sup>3</sup>The City Manager, department heads, and those management employees designated by the City Manager shall not be subject to the provisions of this section relating to overtime, but shall work such hours as may be necessary for the effective operation of their respective departments.

<sup>4</sup>Includes Police Officer Trainee and Firefighter Trainee.

<sup>5</sup>Compensatory time, in lieu of over-time compensation, may be accrued for emergency call-back for all hours worked when the emergency exceeds three (3) hours for Fire Battalion Chiefs (day shift) under the provisions of Section 6 (b), call-back time.

<sup>6</sup>Compensatory time cannot be earned for working planned overtime.

#### **Section 4. COURT TIME**

- a. The required presence in a court of law of a sworn Firefighter or Police Officer shall be compensated in accordance with the following:
  - (1) For each day that the presence of a sworn Firefighter is required in a court of law beyond regular working hours, in lieu of the other provisions contained in this section, all such Firefighters shall receive a minimum of four (4) hours compensation at such employee's regular hourly rate including automatic earnings; in the event the time spent in such court is more than four hours, such Firefighter shall be compensated at such employee's regular hourly rate including automatic earnings.
  - (2) For each day the presence of a Police Officer, including those in the Police Management Unit and Police Supervisory Unit, is required in a court of law in response to an order or subpoena in relation to an incident or event arising out of the course and scope of employment with the City at a time outside of the employee's regularly scheduled work shift, and an hour or more prior to the commencement of the employee's regularly scheduled work shift, such employee shall receive at least two (2) hours overtime compensation at one and one-half times (1 ½) the employee's regular rate of pay (i.e., the premium rate). If such court appearance lasts for more than three (3) hours of off-duty time, the employee shall receive overtime compensation for the actual amount of all such off-duty time at the premium rate. In circumstances where the court appearance is scheduled to commence less than one (1) hour prior to the beginning of the employee's regularly scheduled work shift, the employee shall receive overtime compensation at the premium rate for the entire period between the scheduled commencement time of the court appearance and the time the employee's shift is scheduled to begin. When an employee commences a court appearance during the course of a regularly scheduled work shift and the court appearance extends beyond the scheduled expiration of that shift, the employee shall receive overtime compensation at the premium rate for the entire portion of the court appearance that extends beyond the scheduled termination of the employee's regular work shift. For purposes of providing appropriate overtime compensation for travel to court out of the City of Riverside, travel to court in the City of Moreno Valley shall be standardized at thirty (30) minutes prior to subpoena reporting time and at thirty (30) minutes following the officer's release from court, regardless of actual travel time.

## **Section 5. CALL TIME**

- a. Call time shall be that period of time other than regularly scheduled working time, when an employee at the direction of the department head is on standby duty, is required to remain in the immediate area, and is available to receive and respond to calls for emergency service. Except as may be provided hereinafter, an employee on-call shall be compensated at the rate of four (4) hours of regular hourly pay for each continuous twenty-four (24) hours on call. An employee on call from the end of a regularly scheduled daily work shift to the beginning of the next day's regularly scheduled work shift shall receive compensation equivalent to one (1) hour of regular pay except for employees of the Public Utilities Field Unit who shall receive compensation equivalent to two (2) hours of regular hourly pay.
- b. The provisions of this section shall also apply to an off-duty Police Officer on-call for court.
- c. Sergeants shall receive pay equity to officers they supervise in units which are on-call. In other words, sergeants who are placed in an on-call status shall or if one or more members of the sergeant's unit is on call, the sergeant shall receive like on-call pay for actual on-call duty.
- d. One employee in the classification of Fire Battalion Chief (Day Shift) shall be assigned by the Fire Chief to serve in an on-call capacity during the hours that are not part of the regular work schedule of employees in that classification. This responsibility shall be rotated among all employees in that classification. The employee so assigned shall not receive any additional compensation for serving in such on-call status.
- e. A regular part-time employee in the Refuse Unit, who is directed to report for work, and upon reporting, is sent home because there is no work, shall be paid for two (2) hours pay at the straight time rate.

## **Section 6. CALL BACK TIME**

- a. For Fire Unit employees, if "called back", the employee will receive a minimum of two hours pay. If such employee is "called back" on an emergency basis, said employee will be paid a minimum of three (3) hours pay at the regular hourly rate including automatic earnings.
- b. Employees in the classification of Fire Battalion Chief (Day Shift) shall be entitled to receive overtime compensation for emergency call backs when the emergency call back exceeds three (3) hours at the rate of one and one-half (1 ½) times the hourly rate including automatic earnings applicable to an employee in the classification of Fire Battalion Chief (Suppression) for all time worked on that occasion, including the first three (3) hours.
- c. Employees of the Public Utilities Field Unit shall be paid for at least two (2) hours at the appropriate rate for employees called back to work after completing said employee's regular shift as follows: (1) minimum call-out pay for employees called in to work sixty minutes or less prior to the start of shift shall be one (1) hour's pay at the appropriate rate; and (2) Troubleshooters and Water System Operators shall receive a one (1) hour minimum for call-outs for a period of four (4) hours after the end of the regular shift.
- d. For employees in the classification of Police Sergeant, if called in for a meeting on his/her day off, said employee shall receive a minimum of two (2) hours pay at the applicable rate. In the event the meeting lasts less than two (2) hours, the Police Department reserves the right to assign up to two (2) hours work.
- e. For employees in the General Unit, if "called back", the employee will receive a minimum of two (2) hours pay when not contiguous with regular shift. In the event a Unit employee is called back to work following the end of his regularly scheduled shift, and proceeds to work more than six (6) consecutive overtime hours, employee shall be entitled to a ten (10) hour rest period without compensation upon completion of the assignment.

## **Section 7. VACATION**

- a. Every regular, full-time employee who has been in the continuous employ of the City except temporary, seasonal, or part-time employees shall receive annual vacation leave as set forth in Table 4, which is attached hereto and incorporated herein by reference.
- b. Every person who has been in the continuous employ of the City for six (6) full months (other than temporary and seasonal employees) and is regularly employed between twenty (20) to twenty-nine (29) hours per week, shall be entitled to receive vacation at one-half ( $\frac{1}{2}$ ) the regular accrual rate and those regularly employed between thirty (30) to thirty-nine (39) hours per week shall be entitled to receive vacation at three-fourths ( $\frac{3}{4}$ ths) the regular accrual rate.
- c. The City Manager, or his/her designee may grant additional leave upon commencement of employment in order to attract highly qualified and experienced executive staff in the form of an advancement of vacation leave accruals.
- d. Vacation leave shall be scheduled and approved by the department head or designee. No paid vacation leave shall be allowed except earned vacation leave. Unless approved by the City Manager, no vacation leave shall be accumulated as of January 1 to exceed that which is allowed for two (2) years continuous service.
- e. For those employees in the Police Unit, the Police Management Unit and the Police Supervisory Unit, if on January 1, an employee has more than two (2) years accumulated and unused vacation, the department head or designee is required to schedule that employee for vacation so as to reduce the employee's vacation balance to no more than two (2) years' accumulation by March 1.

For those employees in the Police Supervisory Unit and Police Management Unit, such employees may annually buy-down up to one hundred twenty (120) hours of vacation time elected in January for payment in November. Such election must be made during January of each year but may be rescinded at any time prior to November 1.

- f. For those employees in the Fire Unit, at the end of each calendar year, unused vacation accrual in excess of the following year's accrual shall be paid off in cash on an hour-for-hour basis at the employee's regular hourly rate of pay.
- g. For those employees in the General and Refuse Units, if on January 1, an employee has more than two (2) years accumulated and unused vacation, the department head or designee will schedule excess vacation between January 1 and March 1; provided, however, if the City is unable to do so, it will pay the employee for the excess; and further provided, if in the preceding year, the department head or designee has rejected three separate written vacation requests and excess vacation remains, then as of January 1, the employee has



the option of requesting scheduling of the excess between January 1 and March 1 or of receiving pay therefor.

- h. Upon separation from City employment, compensation including automatic earnings shall be paid for vacation leave which has been earned but not taken; provided that compensation for such vacation leave at death, retirement or disability retirement for those employees in the Refuse Unit shall be paid in an amount based upon the average of the highest three (3) years earnings.
- i. The City Manager shall receive thirty-two (32) days of leave at the date of commencement of employment and an accrual of thirty-two (32) days of leave each subsequent year thereafter, in addition to recognized city holidays, or as otherwise provided in an employment agreement. This paid leave is granted to City Manager in lieu of vacation and sick leave granted to the other executive management employees of the City. City Manager may use, accrue, or cash out the paid leave; provided, however, that City Manager may not accumulate more than one hundred eighty (180) days of leave.

**TABLE 4 – VACATION<sup>1</sup>**

YRS. OF SVC.	GENERAL <sup>2</sup>	EXECUTIVE <sup>3</sup>	MGMT. <sup>3</sup> I    II	CONFID	REFUSE	P.U. FIELD	POLICE <sup>4</sup>	POLICE <sup>4</sup> SUPV.	POLICE MGMT.	FIRE S (56)	P (40)	FIRE MGMT. <sup>7</sup> S    D
0-4	80			88			80	80	200	123.2	80	123.2    80
0-5					80	80						
0-9		184	128   144									
5-7										156.8		156.8
5-9	120			128			120	120			120	120
6-10					120	120						
8-14										201.6		201.6
10-14												
10+	160	184	168   184	168			160	160			160	306.54 <sup>5</sup> 200.2 <sup>6</sup>
11+					160	160						
15+							200 <sup>4</sup>	200 <sup>4</sup>		246.4		246.4

<sup>1</sup>Prorated hours are earned at the completion of each pay period. Actual earned hours may be slightly higher. The City Manager, or his/her designee, may grant additional leave upon commencement of employment in order to attract highly qualified and experienced executive staff in the form of an advancement of vacation leave accruals

<sup>2</sup>Includes Police Officer Trainee and Firefighter Trainee.

<sup>3</sup>Amounts shown include sixteen (16) hours of administrative leave for Management Level II which became effective on 7/6/90. Amounts shown also include an additional eight (8) hours in lieu of loss of a president's day holiday effective 1/1/93 for Management Levels I & II.

<sup>4</sup>Police Unit and Police Supervisory Unit members, after fifteen (15) years of continuous service, may accrue at 200 hours per year if employee uses less than forty-eight (48) hours of sick leave in preceding year.

<sup>5</sup>Fire Management members assigned to twenty-four (24) Hour shift assignment.

<sup>6</sup>Fire Management members assigned to day assignment.

<sup>7</sup>The Fire Chief shall accrue Fringe Benefits commensurate with the level of Fire Management.

## **Section 8. SICK LEAVE**

- a. All regular full-time employees except as provided for elsewhere, who have been continuously employed by the City except temporary, seasonal or part-time employees, shall accumulate eight (8) hours of sick leave credit for each full month of employment or major portion thereof. General Unit employees hired on or after August 7, 1990, shall earn sick leave credit at the rate of four (4) hours per month of employment for the first two (2) years of employment. Fire Unit employees working fifty-six (56) hours per work week shall earn sick leave credit at the rate of twelve (12) hours per month of employment. Temporary or seasonal employees, except as provided for elsewhere, shall not accrue sick leave benefits. Such sick leave credit may be accumulated without limitation, except as provided elsewhere.
- b. Regular part-time employees who are regularly scheduled to work thirty (30) to thirty-nine (39) hours per week shall earn sick leave credit at a rate equal to three-fourths (3/4) the regular rate for the appropriate employee group; and regular part-time employees who are regularly scheduled to work twenty (20) to twenty-nine (29) hours per week shall earn sick leave credit at a rate equal to one-half (1/2) the regular rate for the appropriate employee group.
- c. Employees in the classification of Crossing Guard shall accrue one point eighty-five (1.85) hours of sick leave per pay period; this accrual shall be subject to a maximum accumulation of forty (40) hours of sick leave at which time there will be no more accrual until the balance is utilized and reduced by the employee. Sick leave usage shall be in accordance with City and departmental policies.
- d. The City Manager, or his/her designee may grant additional leave upon commencement of employment in order to attract highly qualified and experienced executive staff in the form of an advancement of sick leave accruals.
- e. Sick leave shall be allowed only on account of actual illness, preventive health care, or injury not arising out of and in the course of employment. If sick leave on account of illness or injury exceeds three (3) working days, the employee, prior to return to work, shall submit a statement of such disability illness or injury from the employee's health care provider; the statement shall certify that the employee's physical condition prevented the employee from performing the duties of said employee's position during the period of absence. All sick leave shall be approved by the department head or designee, in accordance with departmental and other policy.
- f. Sick leave with pay shall be used at the rate of one-tenth (1/10) of an hour for each one-tenth (1/10) hour of the regular work day not at work regardless of the rate of accumulation.
- g. For those employees in the General Unit, except in case of time-off as a result of

an industrial injury, accrued compensatory, vacation or holiday time may be used for extended absence because of a prolonged and continuing illness and/or medical treatment after sick leave has been exhausted. Under no circumstances shall this provision apply to occasional day-to-day absences.

- h. All full-time employees, may use their annual sick leave in the case of family illness of the spouse, child, mother, father, registered domestic partner, or child of a registered domestic partner; provided, however, those employees in the Fire Unit, Fire Management Group, Police Unit, Police Management Unit and Police Supervisory Unit may use up to one-half of their annual sick leave accruals (six (6) working days) in the case of family illness. All sick leave used for these purposes shall be approved by the department head or designee and a statement establishing the need for sick leave the employee's health care provider may be required as a condition of payment while on such leave. In case any of the above-noted provisions may conflict with any state or federal law, the provisions of said state or federal law shall prevail.
- i. Abuse of sick leave, and excessive leave, may constitute grounds for disciplinary action. Abuse of sick leave includes, but is not limited to, not following the sick leave policies, using sick leave for purposes not enumerated in this policy, and lying or misstating facts when using sick leave. A pattern of sick leave usage on Mondays, Fridays, and immediately before and after holidays and/or vacation may be evidence of sick leave abuse. A violation of this policy will result in corrective action including counseling and/or disciplinary action, and/or a mandatory referral to the City's Employee Assistance Program, will be taken. This determination of abuse does not apply to an employee's use of sick leave under family, medical, and/or pregnancy disability leave; sick leave used to care for a sick family member; or sick leave used to care for a registered domestic partner, in accordance with state and federal laws.
- j. For those employees in the General Unit and Public Utilities Field Unit, if in the opinion of supervision it appears that an employee may be establishing a pattern of abuse of sick leave, a statement establishing the need for sick leave from the employee's health care provider may be required as a condition of payment while on such leave. This statement may be required at any time during the course of an employee's sick leave.
- k. For those employees in the Refuse Unit, absenteeism shall be measured against accumulated sick leave based upon years of service. Failure to maintain the following minimums shall be grounds for discipline in accordance with the established policy:

Year	Maximum Possible Hours of Accumulation	Minimum Hours Year-End
1	96	36
2	192	72
3	288	108
4	384	144
5	480	180
6	576	216
7	672	252
8	768	288
9	864	324
10	960	360

Note: Table only shows through year ten (10) but would be applicable throughout employment with the City. For each year of employment after ten (10), add ninety-six ( 96) hours to the Maximum Accumulation Column and sixteen (16) hours to the Minimum Hours Column.

Leave of absence for an employee in the Refuse Unit for personal or family illness followed or preceded by hospitalization, personal illness which qualifies for State Disability Insurance and/or personal or family leave which qualifies under state or federal leave laws shall not count against the employee's accumulation for purposes of discipline.

- I. Except as hereinafter provided, upon retirement or disability retirement pursuant to City ordinance, or under the Public or State Employees' Retirement System or pursuant to the provisions of any applicable agreement between the City and a state retirement system, or upon death, accumulated and unused sick leave credit shall be paid according to Table 5, which is attached hereto and incorporated herein by reference.
- m. The City Manager shall receive thirty-two (32) days of leave at the date of commencement of employment and an accrual of thirty-two (32) days of leave each subsequent year thereafter, in addition to recognized city holidays, or as otherwise provided in an employment agreement. This paid leave is granted to City Manager in lieu of vacation and sick leave granted to the other executive management employees of the City. City Manager may use, accrue, or cash out the paid leave; provided, however, that City Manager may not accumulate more than one hundred-eighty (180) days of leave.

**TABLE 5 – SICK LEAVE PAY-OFF**

	<b>Continuous Period</b>	<b>% of Sick Leave Payoff</b>	<b>Payment Basis</b>	<b>Conditions</b>
GENERAL	5-14Years	25%	Current Salary	
	15+ Years	50%	Current Salary	
EXECUTIVE, MGMT I/II & CONFIDENTIAL	5+ Years	50%	Current Salary	
REFUSE	5-14 Years	25%	Average of highest 3 years	
	15+ Years	50%	Average of highest 3 years	
PUBLIC UTILITIES FIELD UNIT	5-9 Years	25%	Current Salary	Employed on or before 11/22/77
	5-9 Years	25%	Average of highest 3 years	Employed after 11/22/77
	10+ Years	50%	Current Salary	Employed on or before 11/22/77
	10+ Years	50%	Average of highest 3 years	Employed after 11/22/77
POLICE	5-9 Years	25%	Current Salary	
	10+ Years	50%	Current Salary	
POLICE MANAGEMENT & POLICE SUPV.	5-9 Years	25%	Current Salary	
	10+ Years	50%	Current Salary	
	25+ Years	50%	Current Salary	Honorable Separation
FIRE	5-9 Years	25%	Current Salary	
	10+ Years	50%	Current Salary	
FIRE MANAGEMENT <sup>1</sup>	5-9 Years	25%	Current Salary	
	10+ Years	50%	Current Salary	
	25+ Years	50%	Current Salary	Honorable Separation

<sup>1</sup>The Fire Chief shall accrue Fringe Benefits commensurate with the level of Fire Management.

## **Section 9. BEREAVEMENT LEAVE**

Every regular, full-time employee who has been in the continuous employ of the City shall receive bereavement leave as set forth in Table 6, which is attached hereto and incorporated herein by reference.

- a. All regular, full-time employees of the City, regardless of period of service, may in the event of death of any relative of the first degree by blood or marriage or any relative with whom they reside within the same household, or brother or sister, be allowed up to the equivalent of one (1) work week of paid bereavement leave. In the event of death of a relative of the second degree, who does not reside within the same household, paid bereavement leave for one (1) work day may be granted.
- b. Notwithstanding the above provisions, for an employee in the Refuse Unit, up to four (4) days (i.e., one (1) work week) of bereavement leave are allowed for the death of a spouse, child, mother, father, sister, brother, mother-in-law, father-in-law, grandchild, grandmother or grandfather; and one day of bereavement leave is allowed to attend the funeral of a sister-in-law, brother-in-law of the employee, and the grandmother or grandfather of the employee's spouse.
- c. Employees in the Fire Unit shall be allowed one (1) day paid bereavement leave for purposes of attending the funeral in the event of the death of an aunt or uncle.
- d. Two (2) Refuse Unit representatives may be selected to attend with pay the funeral of a co-worker in said Unit on behalf of co-workers if the funeral of the deceased co-worker happens during working hours; provided the funeral is held within a thirty (30) mile radius of City limits.
- e. Persons regularly employed between twenty (20) to twenty-nine (29) hours per week may be granted one-half ( $\frac{1}{2}$ ) of the applicable leave and persons regularly employed between thirty (30) to thirty-nine (39) hours per week may be granted three-fourths ( $\frac{3}{4}$ ) of the applicable leave.

**TABLE 6 – BEREAVEMENT**

<b>Relative</b>	<b>All Regular Employees (Unless excepted in another column)</b>	<b>Refuse Unit</b>	<b>Fire Unit</b>
Spouse	1 week	4 days	1 week
Child	1 week	4 days	1 week
Step-child	1 week	4 days	1 week
Parent	1 week	4 days	1 week
Step-parent	1 week	4 days	1 week
Mother-in-law	1 week	4 days	1 week
Father-in-law	1 week	4 days	1 week
Grandchild	1 day	4 days	1 day
Step-grandchild	1 day	4 days	1 day
Grandparent	1 day	4 days	1 day
Grandparent-in-law	1 day	1 day	1 day
Aunt	Not covered	Not covered	1 day
Uncle	Not covered	Not covered	1 day
Brother	1 week	4 days	1 week
Sister	1 week	4 days	1 week
Step-sister	1 week	4 days	1 week
Step-brother	1 week	4 days	1 week
Brother-in-law	* See below	1 day	* See below
Sister-in-law	* See below	1 day	* See below

\* One (1) week is provided for the death of an employee's brother-in-law or sister-in-law of the first degree which refers to the employee's spouse's sibling.

One (1) day is provided for the death of an employee's brother-in-law or sister-in-law of the second degree which refers to the employee's sibling's spouse, OR the employee's spouse's sibling's spouse.



## **Section 10. INDUSTRIAL ACCIDENT LEAVE**

- a. All Public Safety employees of the City, including the Chief of Police and Fire Chief, incapacitated due to an injury or illness arising out of or in the course of employment regardless of period of service shall receive in lieu of any other compensation provided by the City, a sum which when added to the amount of temporary disability compensation available under the Workers' Compensation laws of the State, will result in a payment equal to such employee's regular compensation, commencing with the first day of such absence and ending with the termination of such temporary disability or the reaching of a permanent and stationary condition or the expiration of one (1) year, whichever occurs first.
- b. All other employees of the City while incapacitated due to an injury or illness arising out of or in the course of employment regardless of period of service, shall receive in lieu of any other compensation provided by the City a sum which when added to the amount of temporary disability compensation available under the Workers' Compensation laws of the State, will result in a payment to such employee equal to eighty percent (80%) of such employee's regular salary exclusive of shift differential, if any, which sum shall commence with the first day of such absence and shall end with the termination of the temporary disability, or the reaching of a permanent and stationary condition, or the expiration of one (1) year, whichever occurs first.
- c. When the absence is less than one (1) year in duration and the illness thereafter recurs or further treatment is necessitated in connection with the same injury, the City Manager may grant additional leave of absence on account of such illness or injury under benefits as herein above provided for the original injury or illness, and all subsequent recurrences or treatments; provided, however, that this section shall not apply to any claim denied by the Workers' Compensation Appeals Board or by the City-appointed physician that an injured employee may return to work or the disability is permanent shall be final and shall terminate all rights of payments under this section.

## **Section 11. LEAVE OF ABSENCE**

### **a. General:**

- (1) Every employee of the City may be allowed a leave of absence without pay by said employee's department head or designee, not to exceed thirty (30) calendar days.
- (2) Every employee of the City, except temporary or seasonal employees, may be allowed a leave of absence without pay upon recommendation of said employee's department head or designee with the approval of the Human Resources Director not to exceed ninety days. Leave of absence beyond a ninety (90) calendar-day period must be approved by the City Manager. Leave of absence beyond a one (1) year period must be approved by the City Council.
- (3) Except as may be required by state or federal law, an employee of the City shall not be entitled to receive the benefits of vacation, holiday, sick leave or any portion of the City's contribution towards health, dental, life or disability insurance premiums while on such leave. Also, the employee's performance evaluation/merit increase date shall be subject to adjustment for all non-work time of twenty (20) days or more. The employee's hire date with the City will not be affected.

### **b. Family, Medical and Pregnancy Disability:**

- (1) Family, medical and pregnancy disability leave shall be granted to employees in accordance with the provisions of federal and state law.

## **Section 12. UNION LEAVE**

- a. Up to fifteen (14) work days per calendar year shall be available for authorized union leave for those employees in the Public Utilities Field Unit serving on the Executive Board of the union, training or other union business. Prior to the beginning of the calendar year, the union representing the Public Utilities Field Unit will provide the City with the name of the individuals eligible for such leave or with the authority to designate the individual eligible for such leave or with the authority to designate the individual eligible for such leave on a particular occasion. Such union leave shall be with pay to the employee; provided, however, the union representing such employee shall reimburse the City for the cost of the employee's wages.
- b. Up to four (4) employees in the Fire Unit designated as delegates to the California State Firefighters' Association Annual Convention shall be allowed up to a maximum of three shifts per delegate of time off with pay for the purpose of attending said annual convention.
- c. Twenty-four (24) hours prior to release from duties for grievance processing, the designated steward must inform the immediate supervisor; time off shall be limited solely to one (1) designee representing a grievant, and the grievant, in a conference with a management representative.

### **Section 13. MILITARY LEAVE OF ABSENCE**

- a. Military leave shall be granted to employees in accordance with the provisions of federal and state law.
- b. Regular employees on approved Military Leave shall be entitled to their regular salary and compensation as a City employee for the first 30 calendar days of such leave in any fiscal year. Benefits are applied in accordance with Human Resources Policy.
- c. In addition to the fully paid military leave currently provided by the City of Riverside for the first thirty (30) calendar days of such leave, each full-time employee of the City who is eligible to receive such paid leave, and, who has been, or is in the future, called to involuntary active military service with the Armed Forces of the United States to serve in support of the current actions to combat terrorism against America, shall be entitled to leave with partial pay, pursuant to the terms of this resolution for the period of absence on active duty in excess of the period covered by current paid military leave provisions through September 6, 2007.
- d. The amount of pay each employee shall be entitled to receive from the City for said additional period of military leave shall be the difference between the gross pay and allowances actually received by the employee from the United States for such service, and the gross wages that the employee would have received from the City of Riverside if he or she had not been called to active military duty, subject to all required and appropriate deductions and withholdings.
- e. The City shall provide continued health and dental benefits to such employee's dependents, provided that the dependents were covered for such benefits prior to the employee being called to active duty.
- f. Wages or benefits pursuant to this resolution are conditioned upon the employee requesting such payment and providing satisfactory proof and documentation of eligibility to receive payment in accordance with the City's Leave of Absence (Military) Policy, as established by the Human Resources Department.
- g. The pay and benefits authorized by this resolution shall terminate on September 6, 2007, unless extended by the City Council.

#### **Section 14. WITNESS APPEARANCE COMPENSATION (CIVILIAN)**

- a. An employee subpoenaed to appear as a witness in court, unless the employee is a party to the lawsuit or an expert witness, shall be considered to be on duty and there shall be no loss of compensation. Employees shall be required to report for work if such employee's normal or adjusted starting time is more than one (1) hour prior to the required reporting time. Employees shall return to work immediately upon being released unless the employee would arrive at the work site with less than one (1) hour remaining on said employee's regular shift or adjusted work schedule. Exceptions shall be made with the specific approval of the department head or designee. All employees shall obtain verification of the hours served as a witness.
- b. Except as hereinafter provided, employees shall remit to the City any compensation received for those days while serving as a witness and shall receive regular pay for the time served. The City shall not compensate for appearances in which the employee receives compensation in excess of the employee's regular earnings. Employees shall be reimbursed by the City for the mileage portion of the compensation unless the employee is regularly assigned a City car or receives a car allowance. Temporary employees shall be entitled to retain such employee's witness appearance compensation since such employee shall not be paid for time not actually worked. Schedule changes and reassignment of duties to accommodate witness appearance duty may be made at the discretion of the department head or designee.

## **Section 15. JURY DUTY COMPENSATION**

- a. Pursuant to the City's Jury Duty policy, all regular full-time employees and all regular part-time employees (twenty hours or more) summoned to serve on jury duty shall be considered to be on duty for the length of the trial and there shall be no loss of compensation. Employees shall be required to report for work if such employee's normal or adjusted starting time is more than one (1) hour prior to the required reporting time for jury duty. Employees shall return to work immediately upon being released from jury duty, unless the employee would arrive at the work site with less than one (1) hour remaining on said employee's regular shift or adjusted work schedule. Exceptions shall be made in accordance with the policy and with the specific approval of the department head or designee. Grounds for exception to the work reporting requirement (one hour or more at the beginning or ending of shift) shall include, among others, extended travel time or the need to change from work clothing. All employees shall obtain verification of the hours of jury duty performed using verification forms as may be supplied by the Court. No employee may serve more than once in a twelve (12) month period for the state superior and/or municipal courts and be compensated pursuant to the provisions of this section.
- b. Except as hereinafter provided, employees shall remit to the City any compensation received for those days while on jury duty and shall receive regular pay for the time served. Employees shall be reimbursed by the City for the mileage portion of the jury duty compensation unless the employee is regularly assigned a City car or receives a car allowance. Jury duty performed on an employee's regular day off shall not be compensated by the City and the employee shall be entitled to the jury compensation for duty performed on such employee's regular day off. Employees assigned to jury duty on a holiday will be considered to have taken such a holiday and will receive regular holiday pay, but the employee shall be entitled to the jury compensation for duty performed on such holiday. Temporary employees shall be entitled to retain such employee's jury compensation since such employee shall not be paid for time not actually worked.
- c. For those employees working graveyard and swing shift, or other shifts starting at an early or late hour (i.e. 5:00 a.m. or 9:00 p.m.) management will try to reschedule the employee to a day shift with a start time ranging between 7:00 a.m. to 9:00 a.m. This temporary reassignment shall be only for the duration of the jury duty. Reassignment of duties may also be made so that the employee may have more productive time prior to, and following release from, jury duty. This adjustment shall be primarily for field employees and/or employees who normally perform heavy labor. The department head or designee has the option to deny schedule changes when overtime payment to another employee is required to cover the employee's regular shift. Non-field employees on modified work hours shall have no changes in work hours or days off to accommodate jury duty schedules.

- d. For Refuse Unit employees, on any day during a jury service period when the employee is not selected for a jury panel, not seated on a jury, and/or released early (by 2:00 p.m.) by the jury commissioner, the employee is required to report to work. Notwithstanding anything to the contrary herein above, employees in the Refuse Unit are not required to report to work before jury duty.

## **Section 16. AUTOMOBILE ALLOWANCE AND REIMBURSEMENT FOR EXPENSES**

- a. Any officer or employee who is required to use said employee's personal automobile in the course of employment with the City shall be reimbursed for each mile actually traveled on official business in accordance with the per mile deduction rate allowed by the Internal Revenue Service in effect at the time of such travel.
- b. Any officer or employee who is required to travel in the performance of his or her duties or to attend an authorized meeting or conference which is of benefit to the City shall be reimbursed for reasonable expenses incurred for transportation, meals, lodging and incidentals. Automobile allowance and reimbursement for expenses shall be recommended by the department head or designee and approved by the City Manager. No allowance shall be made for transportation between the employee's home and the place where such person is normally employed by the City.
- c. Monthly automobile allowances shall be provided to executives as set forth in Table 7 which is attached hereto and incorporated herein by reference; alternatively, executives may opt to receive use of a city-owned vehicle and fuel.



**TABLE 7 – AUTOMOBILE ALLOWANCE**

Executive	Amount
Assistant City Manager	350.00
Assistant Utility Director	350.00
Airport Director	350.00
Chief Information Officer	350.00
City Attorney	400.00
City Clerk	400.00
City Manager	500.00
Community Development Director	350.00
Council Member	350.00
Deputy Utility Director	350.00
Development Director	350.00
Economic Development Mgr.	350.00
Finance Director	350.00
Fire Chief	Car/Fuel
General Services Director	350.00
Human Resources Director	350.00
Library Director	350.00
Mayor	500.00
Mayor Pro Tem	350.00
Museum Director	350.00
Park & Recreation Director	350.00
Planning Director	350.00
Police Chief	Car/Fuel
Utilities General Manager	400.00
Public Works Director	350.00

## **Section 17. HEALTH INSURANCE**

- a. The City shall contribute the maximum amounts per pay period, if needed, as set forth in Table 8, which is attached hereto and incorporated herein by reference, towards health insurance premiums for the regular, full-time employees in the listed units/groups and their qualified dependents, if any, except for those pay periods not subject to health insurance deductions; provided, however, the health insurance benefit is extended to those regular part-time employees regularly assigned to work between thirty (30) to thirty-nine (39) hours per week at a rate equal to three-fourths (3/4) of that received by regular, full-time employees, and those regular part-time employees regularly assigned to work between twenty (20) to twenty-nine (29) hours per week at a rate equal to one-half (1/2) the regular, full-time entitlement with their respective employee units.
- b. Employees in the following groups, who can show proof of insurance with a health care provider elsewhere and waive their rights to City provided insurance, shall receive a stipend the last payroll period in November:

<b><u>Effective Date</u></b>	<b><u>Unit/Group</u></b>	<b><u>Stipend</u></b>
11/05	General Unit	\$2,000
11/05	Management	\$2,000
11/05	Confidential	\$2,000
11/05	Executive	\$2,000
12/06	IBEW	\$2,100

For new hires, amounts will be pro-rated for the number of months employed.

- c. For Management, Confidential, and Executive employees, if a change in health insurance plans between married City employees results in a monetary savings to the City, the employee changing their health insurance to the other employee's plan shall, upon request, be entitled to eighty percent (80%) of said savings up to \$2000 in 2004 and 2005. For new hires, amount will be pro-rated for number of months employed.
- d. Employees must be employed through the end of the last payroll period in November to qualify for this benefit.
- e. Current employees on payroll through November who did not work the entire twelve (12) month period shall earn the stipend on a pro-rata basis.
- f. For IBEW Unit and IBEW Supervisory employees, if a declination of coverage by one City employee results in coverage being provided by another City employee, then, in that event, eighty percent (80%) of the savings, if any, will be paid to the employee declining coverage, the following November; if there are no savings, there will be no payment. Paragraph (b) above does not apply to such situation.
- g. City shall pay for City Manager's and the City Manager's family contribution

toward the health and dental insurance premiums from the City's plans as elected by City Manager, or as otherwise provided in an employment agreement.

**TABLE 8 – HEALTH INSURANCE - CITY CONTRIBUTION<sup>1</sup>**

EFFECTIVE DATE	GEN'L <sup>2</sup>	EXEC <sup>3</sup>	MGMT. I/II	CONFID.	REFUSE	P.U. SUPV.	P.U. FIELD	POLICE & POLICE SUPV.	POLICE MGMT.	FIRE	FIRE/ MGMT. <sup>4</sup>
07/01/05										377.50	377.50
11/18/05	377.50	390.50	390.50	390.50	366.50		415.00	377.50	406.00		
03/24/06		403.00	403.00	403.00							
5/5/06					379.00						
12/01/06		413.00	413.00	413.00		435.00	435.00	467.50 <sup>5</sup>	467.50 <sup>5</sup>		400.00
01/01/07	400.00									390.00	
07/01/07											
12/01/07		435.50	435.50	435.50		455.00	455.00	512.00 <sup>5</sup>	512.00 <sup>5</sup>		412.50
01/01/08	422.50									402.50	
07/01/08											
12/01/08		458.00	458.00	458.00		475.00	475.00	561.00 <sup>5</sup>	561.00 <sup>5</sup>		425.00
01/01/09	445.00									415.00	
07/01/09											
12/01/09		480.50	480.50	480.50		495.00	495.00				437.50
01/01/10	467.50									427.50	

<sup>1</sup>Amounts are maximum per pay period.

<sup>2</sup>Includes Police Officer Trainee and Firefighter Trainee.

<sup>3</sup>Includes Mayor and City Council.

<sup>4</sup>The Fire Chief shall accrue Fringe Benefits commensurate with the level of Fire Management.

<sup>5</sup> The Dental Contributions for members of these units is included in the Health Insurance contributions

## **Section 18. HEALTH INSURANCE FOR RETIREES**

- a. For employees in the General Unit (SEIU), the City established the SEIU/City of Riverside Fund for General Unit retirees. The principal of the Fund will be used to help pay premium for group health insurance for employees who retire with at least twenty (20) years of service from bargaining unit classifications subject to various conditions defined within the General Unit Memorandum of Understanding. The fund shall contribute up to \$130 per month for employees who retired after June 30, 1990.
- b. For employees in the Refuse Unit (SEIU), the City established the SEIU/City of Riverside Fund for Refuse Unit retirees. The principal of the Fund will be used to help pay premium for group health insurance for employees who retire with at least twenty (20) years of service from bargaining unit classifications subject to various conditions defined within the Refuse Unit Memorandum of Understanding. The fund shall contribute up to \$100 per month for employees who retired after June 30, 1990.
- c. For employees with the Public Utilities Field Unit, IBEW Local #47 shall establish a retiree medical trust. The purpose of the trust shall be to help pay premiums for health insurance for employees who retire from bargaining unit classifications on or after April 1, 1998. Benefit levels and eligibility criteria shall be amended by the trustees of the trust. The City's obligation is limited to contributions; it is not a guarantee of coverage. Effective October 1, 2006 the City shall contribute \$50 per month for each active employee.
- d. Effective July 1, 2006 for employees in the Riverside City Firefighters' Association, the City will contribute to a fund to assist in funding Fire Unit retiree health. The principal of the Fund will be used to help pay premiums for group health insurance for qualifying employees who experience a service retirement with twenty (20) years or more of service with the City of Riverside, an industrial disability retirement, or a non-industrial retirement after fifteen (15) or more years of service. The City shall contribute \$100 per month for each active employee. The City's obligation is limited to contributions; it is not a guarantee of coverage or specified benefit levels.
- e. For employees with the Public Utilities Supervisory Unit, IBEW Local #47 shall establish a retiree medical trust. The purpose of the trust shall be to help pay premiums for health insurance for employees who retire from bargaining unit classifications on or after October 1, 2006. Benefit levels and eligibility criteria shall be amended by the trustees of the trust. The City's obligation is limited to contributions; it is not a guarantee of coverage. Effective October 1, 2006 the City shall contribute \$50 per month for each active employee.

- f. Effective July 1, 2006 for employees in the Riverside Police Officers Association – Police Unit, the Riverside Police Officers Association – Supervisory Unit, and the Police Management Unit (RPAA) the City will contribute to a fund to assist in funding Police Unit retiree health. The principal of the Fund will be used to help pay premiums for group health insurance for qualifying employees who experience a service retirement with fifteen (15) years or more of sworn service with the City of Riverside or an industrial disability retirement. The City shall contribute \$50 per month for each active employee. Effective July 1, 2008, the City contribution will increase to \$100 per month for each active employee. The City's obligation is limited to contributions; it is not a guarantee of coverage or specified benefit levels.

**Section 19. LIFE INSURANCE**

The City shall provide term life insurance in the amounts as shown in Table 9 which is attached hereto and incorporated herein by reference for regular, full-time employees in the listed units/groups.

**TABLE 9 – LIFE INSURANCE - CITY CONTRIBUTION**

<b>GENERAL<sup>④</sup></b>	<b>EXEC.</b>	<b>MGMT. I II</b>	<b>CONFID.</b>	<b>REFUSE</b>	<b>P.U. SUPV.</b>	<b>P.U. FIELD</b>	<b>POLICE</b>	<b>POLICE SUPV.</b>	<b>POLICE MGMT.</b>	<b>FIRE</b>	<b>FIRE MGMT.<sup>⑤</sup></b>
10,000	①	① ①	②	10,000	75,000 ③	75,000 ③	6,000	①	①	10,000	①

① Twice each employee's salary plus \$1,000 adjusted every January 1. This includes AD&D. Includes Mayor and City Council.

② Employee's annual salary adjusted annually every January 1.

③ Includes AD&D.

④ Includes Police Officer Trainee and Firefighter Trainee.

⑤ The Fire Chief shall accrue Fringe Benefits commensurate with the level of Fire Management.



## **Section 20. DISABILITY INSURANCE**

- a. The City shall contribute the following monthly maximum amounts towards long-term disability insurance premiums for employees in the listed units who choose to be covered (the Riverside Police Officers' Association will maintain the disability program for the Police and Police Supervisory Units, the Riverside Police Administrators' Association will maintain the disability program for the Police Management Unit, and the Riverside City Firefighters' Association will maintain the disability program for the Fire Management Group):

Fire Management Group	\$10
Police Unit	\$10
Police Management Unit	\$15
Police Supervisory Unit	\$15

If not elected to be used for this purpose, the contribution for the long term disability insurance for employees in the Fire Management Group, Police Management Unit and Police Supervisory Unit may be placed into the deferred compensation plan as set forth below.

- b. The City shall make available a long term disability plan for Management Employees and employees in the Executive Ranges which may be paid through a deduction to the City's deferred compensation plan or through authorized payroll deductions.
- c. For those employees in the Public Utilities Field Unit, the City shall provide long-term disability insurance (LTD) with a sixty (60) day waiting period. The cost for the plan shall be converted to employee paid with equivalent City contribution to cover the premium. The premium shall then be deducted from employees' wages.
- d. The City shall contribute an amount not to exceed \$136 per year towards premiums on State Disability Insurance for regular, full-time employees in the General Unit and Refuse Unit and Confidential Employees. The City shall contribute for each regular part-time employee in the General Unit or Refuse Unit and Confidential Employees regularly assigned to work between thirty (30) to thirty-nine (39) hours per week at a rate equal to three-fourths ( $\frac{3}{4}$ ) of that contributed for regular, full-time employees; and such regular part-time employees regularly assigned to work between twenty (20) to twenty-nine (29) hours per week at a rate equal to one-half ( $\frac{1}{2}$ ) of that contributed for regular, full-time employees.

## **Section 21. DENTAL INSURANCE**

- a. The maximum amounts per pay period as set forth in Table 10, which is attached hereto and incorporated herein by reference, shall be contributed by the City towards dental insurance premiums except for those pay periods not subject to dental insurance premiums, for regular, full-time employees in the listed units/groups.
- b. Each regular part-time employee regularly assigned to work between twenty (20) to twenty-nine (29) hours per week shall be entitled to receive dental insurance benefits at one-half ( $\frac{1}{2}$ ) regular, full-time entitlement; and each regular part-time employee regularly assigned to work between thirty (30) to thirty-nine (39) hours per week shall be entitled to receive dental insurance benefits at three-fourths ( $\frac{3}{4}$ ) the regular, full-time entitlement.
- c. City shall pay for City Manager's and the City Manager's family contribution toward the health and dental insurance premiums from the City's plans as elected by City Manager, or as otherwise provided in an employment agreement.

**TABLE 10 – DENTAL INSURANCE - CITY CONTRIBUTION<sup>1</sup>**

	<b>GENERAL<sup>2</sup></b>	<b>EXEC<sup>3</sup></b>	<b>MGMT. I/II</b>	<b>CONFID.</b>	<b>REFUSE</b>	<b>P.U. FIELD</b>	<b>POLICE</b>	<b>POLICE SUPV.</b>	<b>POLICE MGMT.</b>	<b>FIRE</b>	<b>FIRE MGMT.<sup>4</sup></b>
12/31/93	10.00	10.00	10.00	10.00	10.00		10.00	10.00	10.00	5.00	10.00
11/18/94						14.00					
12/07/01	12.50	12.50	12.50	12.50	14.00						
12/06/02					17.50	17.50					
11/19/04	17.50	17.50	17.50	17.50	25.00	22.50					
0701/05										17.50	
11/18/05	22.50	22.50	22.50	22.50	32.50	27.50					
12/1/06							0.00 <sup>5</sup>	0.00 <sup>5</sup>	0.00 <sup>5</sup>		

<sup>1</sup>Maximum amounts per pay period are listed.

<sup>2</sup>Includes Police Officer Trainee and Firefighter Trainee.

<sup>3</sup>Includes Mayor and City Council

<sup>4</sup> The Fire Chief shall accrue Fringe Benefits commensurate with the level of Fire Management.

<sup>5</sup> The Dental Contributions for members of these units is included in the Health Insurance contributions

**Section 22. DEFERRED COMPENSATION PLAN**

The City has established a Deferred Compensation Plan for certain of its regular employees for which it will match certain funds as set forth in Table 11, which is attached hereto and incorporated herein by reference.

**TABLE 11 – DEFERRED COMPENSATION - CITY CONTRIBUTION<sup>1</sup>**

EFFECTIVE DATE	GEN'L	EXEC. <sup>8</sup>	MGMT. I/II	CONFID.	REFUSE	P.U. FIELD	POLICE	POLICE SUPV.	POLICE MGMT.	FIRE	FIRE MGMT. <sup>9</sup>
4/01	N/A <sup>3</sup>	160.00 <sup>4,7</sup>	160.00 <sup>4</sup>	80.00 <sup>5</sup>	N/A	N/A	N/A	100.00 or 115.00 <sup>6</sup>	100.00 or 115.00 <sup>6</sup>	N/A	150.00 or 160.00 <sup>2</sup>
1/02		170.00 <sup>4,7</sup>	170.00 <sup>4</sup>	85.00 <sup>5</sup>							
1/03		180.00 <sup>4,7</sup>	180.00 <sup>4</sup>	90.00 <sup>5</sup>							
3/12/04									145.00 Or 160.00 <sup>6</sup>		
7/2/04		200.00 <sup>4,7</sup>	200.00 <sup>4</sup>	100.00							
7/01/04								145.00 Or 160.00 <sup>6</sup>	160.00 Or 175.00 <sup>6</sup>		
7/1/05		250.00 <sup>4,7</sup>	250.00 <sup>4</sup>	150.00 <sup>5</sup>							200.00 <sup>2</sup>
9/8/06								185.00 Or 200.00 <sup>6</sup>			

<sup>1</sup>Amounts are per month.

<sup>2</sup>For each employee in the Fire Management group, the City shall contribute said amount per month, provided such employee contributes \$50 per month.

<sup>3</sup>General Unit employees who were management employees of the Redevelopment Agency of the City of Riverside prior to transfer to the City Classified Service participate in the deferred compensation plan, and the City shall contribute the same amount as provided for management employees less any amounts paid toward the long term disability plan for management employees, and provided the employee contributes \$50 per month to the deferred compensation plan.

<sup>4</sup>The City shall contribute said amount less any amounts paid toward the long term disability plan for management employees, and provided the employee contributes \$50 per month to the deferred compensation plan.

<sup>5</sup>The employee must contribute \$50 per month to the deferred compensation plan to receive the City contribution.

<sup>6</sup>For each employee in the Police Management Unit, the City shall contribute said amount provided such employee contributes \$50 per month. In addition, the City shall contribute \$15 per month for each employee in the Police Management group who does not elect to obtain the long term disability group insurance as provided in Section 14 above.

<sup>7</sup>Includes Mayor and City Council; excludes City Manager; Mayor and City Council members may opt to receive an additional equivalent contribution in lieu of PERS coverage.

<sup>8</sup>The City shall contribute to City Manager's deferred compensation account the amount as provided in an employment agreement.

<sup>9</sup>The Fire Chief shall accrue Fringe Benefits commensurate with the level of Fire Management.

### **Section 23. RETIREMENT CONTRIBUTION**

- a. The City shall pay one hundred percent of each affected employee's standard contribution to the Public Employees' Retirement System (PERS) not to exceed eight percent of the said employee's compensation reported to PERS for those employees in the General Unit, Public Utilities Field Unit, Refuse Unit, for each Management Employee, for each Confidential Employee, and for those in the Executive Ranges, excluding the Chief of Police and the Fire Chief.
- b. The City shall pay one hundred percent of each affected employee's standard contribution to PERS not to exceed nine percent of the said employee's compensation reported to PERS for those employees in the Police Unit, Police Management Unit including the Chief of Police, the Police Supervisory Unit, the Fire Unit and Fire Management Unit including the Fire Chief.
- c. The payment to PERS made by the City on behalf of the affected employee shall not be considered as base salary but shall be considered an employer contribution pursuant to Section 414(h)(2) of the Internal Revenue Code.
- d. Employees are subject to the following retirement provisions as set forth in Table 12.

**TABLE 12 – RETIREMENT PROVISIONS**

	<b>LOCAL MISCELLANEOUS</b>	<b>PUBLIC SAFETY (POLICE ONLY)</b>	<b>PUBLIC SAFETY (FIRE ONLY)</b>
<b>RETIREMENT FORMULA</b>	<b>2.7% @ 55</b>	<b>3% @ 50</b>	<b>3% @ 50<sup>1</sup></b>
<b>1. SOCIAL SECURITY</b>	No	No	No
<b>2. SERVICE RETIREMENT</b> The employee must be at least age 50 and have five years of CalPERS credited service	Yes	Yes	Yes
<b>a. COLA</b> Cost -of-Living adjustment based on the consumer price index, once retired	3% Max	2% Max	2% Max
<b>b. FINAL COMPENSATION</b> The employees average monthly pay rate for the last consecutive 12 months of employment or highest consecutive 12 month period.	Highest One Year Final Pay	Highest One Year Final Pay	Highest One Year Final Pay
<b>c. SURVIVOR CONTINUANCE</b> Upon the employees death after retirement, a part of the employees monthly allowance will automatically continue to an eligible survivor	Yes, 50% of retirement income	Yes, 50% of retirement income	Yes, 50% of retirement income
<b>d. RETIREE DEATH BENEFIT</b> This applies to retired members beneficiaries	1 x \$500 Lump Sum Death Benefit	1 x \$500 Lump Sum Death Benefit	1 x \$500 Lump Sum Death Benefit
<b>3. DISABILITY RETIREMENT</b> The employee must have at least five years of credited service to qualify for this benefit	Yes	Yes	Yes
<b>4. INDUSTRIAL DISABILITY BENEFIT</b> Job-related injury. There are no minimum service or age requirements.	No	Yes	Yes
<b>5. MILITARY BUYBACK</b> Purchase of military service	Yes	Yes	Yes
<b>6. SERVICE CREDIT BUYBACK</b> Purchase of previous CalPERS service credit	Yes	Yes	Yes
<b>7. AIRTIME PURCHASE</b> Purchase of CalPERS service credit, up to five years	Yes	Yes	Yes
<b>8. RECIPROCITY</b> Agreement between CalPERS and other public retirement systems to bridge retirement	Yes	Yes	Yes
<b>9. PRE-RETIREMENT DEATH BENEFIT (NOT ELIGIBLE TO RETIREE)</b> For death before retirement, benefit to beneficiary			
<b>a. SPECIAL DEATH BENEFIT</b> If the death us the direct result of a violent act against the employee while the employee was performing official duties.	No	Yes	Yes

<b>b. BASIC DEATH BENEFIT</b> The beneficiary will receive a lump sum payment	Yes	Yes	Yes
<b>c. 1959 SURVIVOR BENEFIT - LEVEL III</b> Applicable only for members not covered under Social Security while employed under city.	Yes	Yes	Yes
<b>10. PRE-RETIREMENT DEATH BENEFIT (ELIGIBLE TO RETIREE)</b> Age 50 or over with minimum of five years of CalPERS credited service			
<b>a. SPECIAL DEATH BENEFIT</b> If the death was the direct result of a violent act against the employee while the employee was performing official duties.	No	Yes	Yes
<b>b. OPTIONAL SETTLEMENT 2 DEATH BENEFIT</b> The spouse of the employee, if married to the employee either before the occurrence of injury or the onset of the illness that resulted in the employee's death or for at least one year before the employee's death.	Yes	Yes	Yes
<b>c. 1957 SURVIVOR BENEFIT</b> Monthly allowance equal to ½ of what the employee's highest service retirement allowance would have been had the employee retired on the date of the employee's death.	No	No	NO
<b>d. BASIC DEATH BENEFIT</b> This benefit is paid out or not, based on other options.	Yes	Yes	Yes
<b>e. 1959 SURVIVOR BENEFIT - LEVEL III</b> Applicable only for members not covered under Social Security while employed under city.	Yes	Yes	Yes
<b>f. MONTHLY BENEFIT LEVELS</b> Refer to CalPERS for dollar value of the benefit	Level 3	Level 3	Level 3

<sup>1</sup>Effective no later than June 30, 2006



**Section 24. .SEVERANCE ALLOWANCE**

- a. City Manager may approve severance to exempt executive managers (Department Heads, Assistant City Managers, and the Chief Information Officer) up to one (1) month's salary for each of service to the City up to a maximum of six (6) months' salary.

## **Section 25. RELOCATION ALLOWANCE**

- a. City Manager may approve an interest-free loan of up to Ten Thousand Dollars (\$10,000.00) for receipted moving, relocation, and temporary housing expenses incurred by exempt executive management members (Department Heads, Assistant City Managers, and the Chief Information Officer) in connection with relocation to the City of Riverside. Said loan will be completely forgiven by the City after the employee has completed two (2) years of service to the City of Riverside. Should the executive management employee opt to terminate his/her employment agreement with the City within two (2) years of commencement of his/her employment, the employee shall repay the loan in full within sixty (60) days of termination of his/her employment.

## **Section 26. INCENTIVE PROGRAM FOR “DIFFICULT TO RECRUIT” POSITIONS**

### ***Purpose***

The purpose of the Hiring Incentive Program is to provide the City Manager with additional recruitment tools to attract highly qualified, performance-oriented candidates for specific classifications that are deemed “difficult to recruit.” These classes are primarily in areas of public safety, engineering, and electric and may be added or deleted from the list, upon approval by the City Manager based on organizational need. “Difficult to recruit” classes are further defined as those that are highly competitive in the labor market due to specialized skills and/or certifications, and/or those classes in which there is a high turnover which significantly complicates the City’s efforts to recruit staff to provide public services.

### ***Administrative Authority***

The City Manager is authorized to approve recruitment incentives during active recruitments, and to approve the classifications eligible to receive such incentives. The City Manager has authority to grant incentives not to exceed \$5,000 in total value to any one candidate.

The City Manager shall exercise final authority regarding interpretation of program policies and eligibility for incentive payments consistent with the intent of this program. The City Manager is authorized to refine implementation procedures of this program as deemed appropriate. The City Manager may suspend or terminate this program should such incentives no longer be required or appropriate.

### **Incentives**

The following incentive payments will be provided for positions designated as “Difficult to Recruit,” consistent with the program objectives and eligibility criteria outlined in this document.

- ***Sign-on Bonus***

Police Classes: \$1,500 upon completion of a POST-certified academy and entry into Phase 2 of the Field Training program, \$3,500 upon successful completion of probation with a minimum of a “meets standards” evaluation.

Public Safety  
Dispatcher Classes: \$1,000 upon signing, \$1,500 upon successful completion of the probationary period.

Engineering Classes: \$1,000 upon signing, \$3,500 upon successful completion of the probationary period. Pertains to Senior Engineer, Associate Engineer, Principal Engineer, Plan Check Engineer, and Senior Plan Check Engineer.

Utilities Tech Classes: \$1,000 upon signing, \$1,500 upon successful completion of the probationary period.

Planning Series: \$1,000 upon signing, \$2,000 upon successful completion of the probation period. Pertains to the following classifications: Assistant Planner, Associate Planner, and Senior Planner.

Building Inspector: \$1,000 upon signing, \$1,500 upon successful completion of the probation period. Pertains to the following classifications: Building Inspector I and II.

Human Resources Classes: Principal Human Resources Analyst is eligible to accrue vacation hours at an annual rate which reflects the hire date at the agency (public or private) where the employee served immediately prior to accepting employment with the City of Riverside.

The sign-on bonus would be treated as an “advance” that would be amortized for repayment should an employee voluntarily resign from an incentive eligible position within 36 months of being hired.

- ***Sick Leave Transfer and Vacation Accrual Rate***

Employees who leave another public agency to accept a “difficult to recruit” position in the City of Riverside may be credited with an initial balance of up to 100 hours of sick leave upon being hired by the City. The actual amount shall be based upon documentation indicating the sick leave balance in effect upon the employee’s separation from the agency (public or private) where the employee served immediately prior to accepting employment with the City of Riverside. The balance transfer amount shall be reduced to reflect any “payout” or “conversion” of sick leave made upon the employee’s departure from the previous agency.

Employees hired into “difficult to recruit” positions will accrue vacation hours at an annual rate which reflects the hire date at the agency (public or private) where the employee served immediately prior to accepting employment with the City of Riverside.

- ***Finder's Fee***

\$1,000 will be paid to a City of Riverside employee who has referred a candidate not currently employed by the City of Riverside for employment into a "difficult to recruit" classification. Incentive payments for such referrals will be made only after the referred candidate is hired and successfully completes the probationary period. When the referred employee is hired as a sworn public safety employee, the referral payment shall be made after the employee successfully passes the probationary period with a minimum of a "meets standards" evaluation.

Should any dispute arise over the source of a hiring referral, the City Manager shall make a final determination as to the appropriateness of a referral incentive payment, and to whom such a payment (if any) shall be made.

- ***Enhanced Training Pay for Police Officer Lateral Hires***

To reduce the financial impacts associated with lateral transfers from police departments outside California, the City will pay officers' current salaries (rather than "trainee pay") for experienced law enforcement professionals.

- Police Officers who are hired from out-of-state departments with California P.O.S.T.-recognized training levels will receive a rate of pay consistent with their existing earnings while enrolled in 6 week refresher training.
- Police Officers who are hired from out-of-state departments which are not recognized by P.O.S.T. will receive a rate of pay consistent with their existing earnings while attending basic academy training (23-26 weeks).

- ***Retention Bonus Payments for Public Safety Dispatchers***

To assist in retaining Public Safety Dispatchers, the City shall offer a longevity incentive for this unique classification series.

- A Public Safety Communications Dispatcher (PSD) who completes two years of consecutive employment as a PSD with the City of Riverside will receive \$2,500.
- The two-year period will commence upon completion of probation by newly-hired dispatchers who receive a sign-on bonus. The two-year period for existing dispatchers will commence upon their next regular evaluation. Bonus payments will continue thereafter for all dispatchers based upon continuous uninterrupted employment, and as long as the Hiring Incentive Program is offered by the City of Riverside.
- Retention Bonus pay will be tied to the employee's annual evaluation date with a minimum of a "meets standards" performance rating. A promotion to

Communications Supervisor or Manager would begin a new annual evaluation date for the purposes of counting two-years of employment.

### **Job Classifications Eligible for Incentives**

Based upon demonstrated difficulty in hiring employees into the following City of Riverside positions, the following classifications are deemed “difficult to recruit” and are therefore eligible for hiring and incentive payments as outlined in this program.

Police Officer Trainee  
Police Officer  
Police Officer/Lateral  
Public Safety Dispatcher Trainee  
Public Safety Dispatcher  
Public Safety Communications Supervisor/Manager  
Senior Engineer  
Principal Engineer  
Associate Engineer  
Power Line Technician  
Plan Check Engineer  
Senior Plan Check Engineer  
Building Inspector I  
Building Inspector II  
Assistant Planner  
Associate Planner  
Senior Planner  
Principal Human Resources Analyst

The City Manager is authorized to add or delete classifications from the list above based upon hiring trends and to meet the needs of the City.

### **Eligibility for Incentives**

Employees meeting any of the following criteria are deemed eligible for recruiting incentives described in this Policy:

1. All newly appointed employees, or current employees promoted or transferred into a designated “difficult to recruit” classification who have accepted a contingent employment offer and who have successfully completed all phases of the hiring process.
2. All newly appointed employees, or current employees promoted or transferred into a designated “difficult to recruit” classifications who have successfully completed the probationary period.

3. All City of Riverside employees who have referred a candidate not currently employed by the City of Riverside for employment into a “difficult to recruit” classification. Incentive payments for such referrals will be made only after the referred candidate successfully completes the probationary period.

### **Restrictions upon Incentive Eligibility**

1. Employees transferring or promoting from one designated difficult to recruit class to another shall not be eligible for a secondary sign-on bonus.
2. As employees serving in Executive Management positions with the City of Riverside are expected to support recruitment activities in the normal course of their duties, these managers are ineligible for referral bonus payments.
3. As employees serving in the City's Human Resources Department are expected to support recruitment activities in the normal course of their duties, these employees are ineligible for referral bonus payments. Such ineligibility will also preclude any appearance of conflicts of interest relating to the City's hiring process.
4. To preclude any appearance of conflicts of interest relating to the City's hiring process, no supervisor or manager in any Department may receive referral bonuses associated with individuals they hire.
5. No City employee who is otherwise eligible to receive a hiring or referral incentive may share any portion of such incentive payments with individuals deemed ineligible to receive incentive payments under this program.

### **Loss of Eligibility for Incentives**

1. Eligibility for participation in this program is forfeited if the employee voluntarily terminates or is involuntarily terminated (other than lay off) prior to any payment date. No additional payment will be granted after a termination date. The sign-on bonus would be treated as an “advance” that would be amortized for repayment should an employee voluntarily resign from an incentive eligible position within 36 months of being hired.
2. If the Hiring Incentive Program is cancelled or suspended by the City, the current participants in the program will receive all scheduled payments (e.g. upon completion of a probationary period) at the appropriate rate for the current period (or current review cycle for those employees receiving longevity incentive payments).

3. Any employee on any type of leave of absence away from work for a period exceeding 20 working days or more will have that time added to the period between payment dates.
4. If an employee changes work assignments into a position that is not eligible for the program, the employee will no longer be eligible to receive any further scheduled payments after the date of transfer to another job classification.



## **Part II**

### **Salary Resolution**

## **PART II - SALARY RESOLUTION**

### **RESOLUTION NO. 21052**

#### **Section 1. PURPOSE**

This resolution is enacted pursuant to Chapter 2.32 of the Riverside Municipal Code to provide for the classification and compensation of City officers and employees, and to conform to the principle of equal pay for equal work.

**Section 2. SHORT TITLE**

This resolution shall be known as the "Salary Resolution".

### **Section 3. THE SALARY PLAN**

The basic compensation plan for the various employee units, groups and non-classified employees, as of the date of adoption of this resolution is hereby established as set forth in Part IV, addendum, Salary Schedule Report By Pay Range, which is attached hereto and incorporated herein by reference.

#### **Section 4. THE CLASSIFICATION PLAN**

The classification plan includes the allocation of class titles to salary ranges for City officers and employees. The Classification Plan further includes the allocation of class titles to salary ranges for those employees which are designated as exempt from the classified service. These exempt classes are for elective officers; persons appointed by the City Council, including the City Manager, City Clerk and City Attorney; persons appointed by the City Manager, including department head or designees; persons appointed by the Mayor; persons appointed by the Chief of Police to position of Deputy Chief of Police, and; persons appointed by the City Attorney pursuant to Riverside Municipal Code section 2.36.040 that serve in an "at will" capacity subject to the terms and conditions of an employment contract and are so designated in the plan as "non classified." Non-classified positions are entitled to no more than the same benefits as provided to classified employees in a similar position and level in the organization. The classification plan as of the date of adoption of this resolution is hereby established as set forth in Part III addendum, Job Code Table With Pay Ranges Steps, which is attached hereto and incorporated herein by reference. The Human Resources Director, with approval by the City Manager or his designee, is authorized to create additional class titles and salary ranges for those employees which are designated as exempt from the classified service and which mirror the class titles and salary ranges of a classified classification. The creation of any additional non-classified classes shall be limited to those that mirror confidential and management classes.

## **Section 5. SALARY DIFFERENTIALS**

Salary differential pay and certification pay and certification pay shall be considered in determining the appropriate pay step in the new range upon promotion. An employee promoted from a position in one class within a salary range having a higher maximum rate of pay shall advance to that step in the new salary range that shall provide for a minimum increase of five percent (5%) (one salary step) per Municipal Code Section 2.32.060.

Exceptions shall be made to Section 4 of this Resolution as follows:

### **a. One Salary Step (5%) Adjustment**

After investigation and approval by the City Manager, one (1) additional salary step shall be assigned to persons found to possess as a regular assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant this salary step over the base class; which additional salary step shall be limited to the following:

- (1) Any Refuse Unit employee (except Solid Waste Collector III) assigned to operate a side loader refuse truck, provided a full shift or full route has been completed.
- (2) Maintenance Worker I regularly assigned to refuse bin repair and maintenance.
- (3) Utilities Electric Power System Dispatcher II regularly assigned to assist in substation control, documentation and training activities.
- (4) Senior Librarian assigned lead responsibility for a special system-wide activity or assignment as designated by the Library Director.
- (5) Park Maintenance Worker II regularly assigned rose garden or bowling green work activities.
- (6) Public Safety Dispatcher regularly assigned to dispatcher training.
- (7) Custodian regularly assigned the responsibility to open City Hall and to coordinate the special set-up projects at City Hall.
- (8) Any position designated as a Crew Leader or lead worker and not so indicated in the salary plan.
- (9) Plan Check Engineers assigned the responsibility of checking structural building plans.
- (10) Utility Load Scheduler assigned to perform pre-scheduling duties.

- (11) Any management employee assigned to the working title of Assistant Development Director.
- (12) Customer Service Supervisor assigned to the working title Senior Customer Service Supervisor, and designated to participate in a six-month on-the-job management training program.
- (13) Air Conditioning Technician assigned to maintain and program the Energy Management System.
- (14) Current employee assigned to the working title of Construction Inspector for the Springs Generation Project.
- (15) Field Maintenance Worker regularly assigned to serve as Video Specialist.
- (16) Field Maintenance Worker regularly assigned to serve as Pump Station Specialist.
- (17) Fire Safety Inspector I regulation assigned to provide Fire Safety Public education.
- (18) Compensation and Employee Relations Manager or Principal Human Resources Analyst regularly assigned to the working title of Deputy Human Resources Director.
- (19) Police Fleet Maintenance Coordinator, Fleet Management Service Writer, Mechanics, Senior Mechanics, and Fire Equipment Mechanics who obtain and maintain a Master Mechanic certification through the Automotive Excellence (ASE) program.

b. Two Salary Step (10%) Adjustment

After investigation and approval by the City Manager, two (2) additional salary steps shall be assigned to persons found to possess as a regular assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant this salary increase; which additional salary assignments are limited to the following:

- (1) Library Associate or Librarian regularly assigned as a branch supervisor.
- (2) Recreation Services Coordinators regularly assigned to do Community Outreach.
- (3) Assistant Recreation Coordinators regularly assigned to do Community Outreach.
- (4) Librarian regularly assigned as Access Services Librarian.

c. Salary Adjustments - Miscellaneous

After investigation and approval by the City Manager, certain salary increases as hereinafter set forth shall be assigned to positions or persons as follows:

- (1) A \$25 per month salary differential shall be assigned to positions found to possess as a regular assignment the verbal use of a second language or dactylology for public contact, except Management Employees, Confidential Employees, General Unit Employees, and Police Public Safety positions shall receive \$75 per month effective March 2, 2001.
- (2) Any Weekend Crew Supervisor regularly assigned coordination of a department's Weekend Crew Program shall receive an additional 50¢ per hour.
- (3) Employees in the Wastewater Division who hold the titles of Wastewater Plant Operator I, II, or III, and who have obtained a Grade IV and/or Grade V Certification from the State of California, State Water Resources Control Board, shall receive a one-time stipend of \$500 for each level obtained above a Grade III.
- (4) Position designated to serve as City Engineer when not the Public Works Director.
- (5) Water Utility employee, who has completed full State Department of Health Services (DHS) certification requirements stipulated for the positions, will receive a \$750 stipend (one time) for each grade (distribution and treatment) received above those requirements. The City will reimburse employees for cost of approved classes and books upon receipt of a passing grade in the course.
- (6) Recreation Services Coordinator regularly assigned to oversee multiple designated community centers and perform community outreach at the centers and in the community shall receive an additional 15%.

d. Salary Adjustments - Fire/Fire Management

After investigation and approval by the City Manager, certain salary increases as hereinafter set forth shall be assigned to positions or persons as follows:

- (1) Firefighters regularly assigned to fire inspection duties shall receive an additional ten percent (10%).
- (2) Fire Battalion Chief assigned to the working title of Deputy Fire Chief shall receive an additional five percent (5%).
- (3) Each Fire Unit employee who is: a) certified for Emergency Medical Services (EMS) as an Emergency Medical Technician (EMT) 1 by the Riverside County Department of Health; and b) not receiving Paramedic



Differential pay under subsections 5 (a) and (b) above, shall receive an additional stipend of two percent (2%) over base pay.

- (4) Employees in the Fire Unit occupying the classification of Fire Engineer and Fire Captain who on their own time perform whatever tasks are necessary to maintain their paramedic certification shall receive a bonus equal to five percent (5%) of their base salary. These individuals also will continue to be eligible to receive the EMT bonus.
- (5) Employees in the Fire Unit eligible to receive the following assignment bonuses (stipends) shall have the bonus (stipend) calculated as a percentage of the base salary paid to an employee in the classification of Firefighter at top step, as follows:

Paramedic (paid only to employees In the classification of Firefighter	15%
Driver Certification	3%
Squad Assignment	3%
HazMat	4%
Tech Rescue	4%
Shift Investigator	4%

- (6) The City will provide (1) a bonus equal to five percent (5%) of base salary to each Fire Unit employee who has earned a Bachelor's Degree from an accredited university or college in a job-related area based upon the same criteria used to determine eligibility for tuition reimbursement, provided that all individuals who possess Bachelor's Degrees at the time the certification program takes effect shall be entitled to the bonus, irrespective of the area of study, and (2) a bonus equal to two and one-half percent (2.5%) of base salary for each of the following levels of achievement attained by an employee, with the maximum aggregate bonuses available to any employee being ten percent (10%) of the employee's base salary:

- (a) Each of the following certificates issued by the State of California:

- 1) Fire Officer
- 2) Chief Officer
- 3) Instructor II
- 4) Investigator II
- 5) Fire Marshal

- (b) A Fire Science Certificate from an accredited community college or equivalent Associate Degree.

An employee receiving a bonus for earning a Bachelor's Degree shall not be entitled to a two and one-half percent (2.5%) bonus pursuant to the above.

- (7) For employees in the Fire Management Group, the City will provide one (1) stipend equal to five percent (5%) of base salary for each of the following certificates, not to exceed the maximum aggregate of ten percent (10%):
  - (a) State of California Fire Marshal/State Board of Fire Services: Fire Chief, Chief Officer, Fire Marshal, Fire Prevention Officer 3, Instructor 3, Investigator 2.
  - (b) International Association of Fire Chiefs: Chief Fire Officer Designation (CFOD)
  - (c) National Fire Academy: Executive Fire Officer.
- (8) Stipends shall be counted as base pay for the purposes of retirement. Certifications earned shall begin with the pay period following the date of certification.

e. Salary Adjustments - Police/Police Management

After investigation and approval by the City Manager, certain salary increases as hereinafter set forth shall be assigned to positions or persons as follows:

- (1) Each member of RPOA Police Unit regularly assigned as a motorcycle officer or to the METRO Team (Red Team) will receive incentive pay equal to 3% of base salary. Members assigned to the Collateral Metro (Blue/White Team), METRO Sniper Team or the Hostage Negotiation Team will receive incentive pay equal to 1.5% of base salary.
- (2) Police Captain assigned to the working title of Police Commander shall receive an additional two and one-half percent (2.5%).
- (3) Public Safety positions that are regularly assigned responsibility for canine handling and care shall receive fifteen (15) hours of premium overtime pay per month.
- (4) Sergeants acting as Watch Commander shall receive the full value of top step Lieutenant pay.
- (5) Police Officer assigned as observer or Pilot Trainee in the helicopter aerial patrol program shall receive an additional five percent (5%).

- (6) Police Captain assigned to the working title of Deputy Chief of Police shall receive an additional five percent (5%).
- (7) Any officer/detective who is a certified Explosive Ordinance Technician and is assigned to the Police Department Technical Services Unit working as an Explosive Ordinance Technician shall receive an additional ten percent (10%).
- (8) Police Captain assigned to the working title of Assistant Chief of Police shall receive an additional ten percent (10%).
- (9) POST Certificates

After investigation and approval by the City Manager, certain salary increases as hereinafter designated shall be assigned as follows to those persons holding specified certificates for educational achievement as to warrant such salary increase, which increase shall begin with the pay period following the one in which the Chief of Police certifies the completion of the requirement for such certificate:

- (a) An amount equal to five percent (5%) of the basic salary of each affected employee in the Police Unit, Police Supervisory Unit and Police Management Unit who holds an Intermediate Certificate of Achievement from the Commission on Peace Officer Standards and Training. Effective September 8, 2006 the amount shall be increased to seven and a half percent (7.5%).
  - (b) An amount equal to ten percent (10%) of the basic salary of each affected employee in the Police Unit, Police Supervisory Unit and Police Management Unit who holds an Advanced Certificate of Achievement from the Commission on Peace Officer Standards and Training. Two (2) additional salary steps shall be deemed the equivalent of said 10% increase. Effective September 8, 2006 the amount shall be increased to twelve and a half percent (12.5%).
- (10) Any officer/detective who is regularly assigned as a Traffic Collision Reconstructionist shall receive an additional five percent (5%).
- (11) Each member of the Police Management Unit (RPAA) regularly assigned as a motorcycle Sergeant or to the METRO Team (Red Team) will receive incentive pay equal to 3% of base salary. Members assigned to the Collateral Metro (Blue/White Team), as a METRO Sniper Sergeant or as a Hostage Negotiation Sergeant will receive incentive pay equal to 1.5% of base salary.

f. Temporary Upgrade (General/Refuse Units)

For those employees in the General Unit or Refuse Unit, temporary increases in salary shall be given as follows:

- (1) A temporary five percent (5%) increase shall be given to field employees during periods when said employees are assigned by a supervisor to temporarily assume the duties of first level field supervisory employees when such duties primarily involve supervision.
- (2) A temporary five percent (5%) increase shall be given to all employees in the General Unit other than those in entry level positions, during periods when such employees have been temporarily assigned to a higher level position; which temporary increase shall be effective the beginning of the pay period following the first day of each such assignment, provided, however, that such temporary increase shall not be given in the case of vacation relief.
- (3) A temporary five percent (5%) increase shall be given to a Solid Waste Collector I during periods when said employee temporarily assumes the duties of a Solid Waste Collector II; which temporary increase shall commence on the first day of said temporary duties, provided a full shift or full route has been completed.
- (4) Upon completion of training, regular employees classified as Solid Waste Collectors I and II shall be paid an additional five percent (5%) for a total of ten percent (10%) beginning with the thirteenth (13th) shift and thereafter of temporary assignment to the duties of Solid Waste Collector III. The twelve shift threshold need only be met once per affected employee to trigger the ten percent (10%) temporary upgrade.

g. Temporary Upgrade (Public Utilities Field Unit)

Those employees in the Public Utilities Field Unit who are authorized and assigned temporarily to assume the duties of the following higher level positions shall receive a temporary five percent (5%) increase after a total of three (3) hours in an eight (8) hour shift in the higher class retroactive to the first hour for those hours worked in the higher classification. The higher levels are:

Utilities Chief Water System Operator  
Utilities Electric Power System Dispatcher II  
Utilities Electric Service Crew Supervisor  
Utilities Electric Supervisor  
Utilities Electric Troubleshooter  
Utilities Electric Field Manager (Working Title -Power Generation Manager)  
SCADA System Supervisor  
Senior Electric Power Systems Dispatchers  
Utilities Senior Electric Meter Technician

Utilities Senior Substation Test Technician  
Senior Water Systems Control Technician  
Senior Water System Operator  
Utilities Shop Tool and Fabrication Technician  
Utilities Substation Construction/Maintenance Supervisor  
Utilities Dispatch Supervisor  
Utilities Water Supervisor  
Utilities Water Troubleshooter

Upgrades for those employees in the Public Utilities Field Unit assigned to the Water Division, Electric Operations Section and Power Generation Section will be made as described above if two (2) or more employees, including the upgraded employee, are assigned to the crew; all such employees will be "working" employees. Upgrades for Dispatch will be made as described above if three (3) or more employees, including the upgraded employee, are assigned to the crew; all such employees shall be "working" employees.

- (1) Whenever a Utilities Water System Operator has one or more Utilities Water System Operator(s) on a crew, the senior employee will receive an upgrade premium.
- (2) When ever a Utilities Water Quality Technician (water sampler) is accompanied by an apprentice/trainee and the primary function of the apprentice/trainee is to become familiarized with the City's water system, then no upgrade premium will be paid.

Temporary upgrades which exceed one hundred eighty (180) consecutive calendar days shall receive a temporary ten percent (10%) increase over the affected employee's base rate of pay beginning with the one hundred eighty first (181st) provided, however that the upgrade wage will not exceed the maximum rate of pay applicable to the upgrade position.

h. Temporary Upgrade (Fire Unit)

In the Fire Unit, a temporary five percent (5%) increase shall be given to a Firefighter assuming the duties of an Engineer, to an Engineer assuming the duties of a Captain, and to a Captain assuming the duties of a Battalion Chief; provided that such employee works in the higher classification for four (4) consecutive hours or more in any one shift, in which event the temporary five percent (5%) increase shall be retro- active to the first hour.

i. Temporary Upgrade (Management)

A temporary five percent (5%) increase shall be given to those employees designated as Management Employees who have been temporarily assigned to a supervisory position, which temporary increase shall be given on the morning of the first day of such assignment; provided, however, such temporary increase

shall not be given in the case of vacation coverage. In the event the employee is assigned to such duties for one hundred eighty (180) consecutive days, an additional five percent (5%) increase or advancement to the entry level step of the position assigned, whichever is greater, shall be given on the one hundred eighty first (181st) consecutive day, which increase shall apply to the salary rate in effect at the time of the employee's assignment to supervisory duties, plus any merit or automatic or negotiated increases applicable to such rates in the interim.

j. Temporary Upgrade (Executive)

A temporary ten percent (10%) increase above the top step of the highest paid employee supervised shall be given to those employees designated as Executive Employees who have been temporarily assigned to a department head or designee position, which increase shall be given on the morning of the first day of such assignment; provided, however, such increase shall not be given in the case of vacation coverage. In the event the employee is assigned to such duties for one hundred eighty (180) consecutive days, an additional five percent (5%) increase or advancement to the entry level of the position assigned, whichever is greater, shall be given on the one hundred eighty first (181st) consecutive day, which increase shall apply to the salary rate in effect at the time of the employee's assignment to department head or designee duties, plus any merit or automatic or negotiated increases applicable to such rates in the interim.

k. Temporary Upgrade (Police Supervisory Unit)

- (1) A Sergeant actually authorized and assigned by the Watch Commander Lieutenant to assume Watch Commander responsibilities for that portion of the graveyard shift when the Watch Commander is not on duty shall receive an additional \$10.00 for each such graveyard shift assignment.
- (2) Sergeants acting as Watch Commander shall receive the full value of the top step Lieutenant pay.
- (3) Upgrade pay does not apply to Watch Commander short term absences during shift.

l. Shift Differentials

The shift differentials hereinafter set forth apply where a classification includes employees working normal daylight hours as well as employees working either swing (any regularly scheduled eight (8) -hour, nine (9) -hour, or ten (10) -hour day which begins between the hours of 2:00 p.m. and 10:00 p.m.) or graveyard shifts (any regularly scheduled full eight (8) -hour, nine (9) -hour or ten (10) -hour day which begins between the hours of 10:00 p.m. and 6:00 a.m.), or certain other shifts as defined below. An employee assigned to one of the shifts as defined herein shall be paid the appropriate differential for the actual hours

worked in each shift excluding non-work time such as holidays, vacation, sick leave, and other leaves, excepting therefrom certain Police public safety personnel as defined below who shall receive shift premium pay in a flat amount per shift. Fire Safety personnel are excluded from the shift differential provisions.

- (1) Those employees in the General Unit working swing shifts shall be paid an additional \$1.50 per hour, and those employees working graveyard shifts and Motorsweeper Operators shall be paid an additional \$1.75 per hour effective August, 2006. Employees shall be eligible for Swing Shift and Graveyard Shift Differential for shifts starting at 11:00 a.m. or later, with the differentials to apply only to those hours actually worked during Swing Shift or Graveyard Shift.
- (2) Sergeants acting as Watch Commander shall receive the full value of the top step Lieutenant pay.
- (3) Upgrade pay does not apply to Watch Commander short term absences during shift.

m. Shift Differentials

The shift differentials hereinafter set forth apply where a classification includes employees working normal daylight hours as well as employees working either swing (any regularly scheduled eight (8) -hour, nine (9) -hour, or ten (10) -hour day which begins between the hours of 2:00 p.m. and 10:00 p.m.) or graveyard shifts (any regularly scheduled full eight (8) -hour, nine (9) -hour or ten (10) -hour day which begins between the hours of 10:00 p.m. and 6:00 a.m.), or certain other shifts as defined below. An employee assigned to one of the shifts as defined herein shall be paid the appropriate differential for the actual hours worked in each shift excluding non-work time such as holidays, vacation, sick leave, and other leaves, excepting therefrom certain Police public safety personnel as defined below who shall receive shift premium pay in a flat amount per shift. Fire Safety personnel are excluded from the shift differential provisions.

- (1) Those employees in the General Unit working swing shifts shall be paid an additional \$1.50 per hour, and those employees working graveyard shifts and Motorsweeper Operators shall be paid an additional \$1.75 per hour effective August, 2006. Employees shall be eligible for Swing Shift and Graveyard Shift Differential for shifts starting at 11:00 a.m. or later, with the differentials to apply only to those hours actually worked during Swing Shift or Graveyard Shift.
- (2) Those employees in the Management Employees Group and the Confidential Employees Group working swing shift shall be paid an additional \$1.50 per hour, and those employees in the Management Employees Group and the Confidential Employees Group working

graveyard shifts shall be paid an additional \$1.75 per hour effective October 17, 2006.

- (3) The following hourly shift differential shall apply to those employees in the Public Utilities Field Unit regularly scheduled to work swing shift and/or regularly scheduled to work graveyard shift; if seventy-five percent (75%) or more of an employee's regularly scheduled shift falls within swing (3:00 p.m. to 10:59 p.m.) or graveyard (11:00 p.m. to 6:59 a.m.) hours, then that portion of the shift worked during swing or graveyard shall qualify for the differential: Swing Shift - \$1.60, Graveyard Shift - \$1.90. Saturday swing shift differential shall be paid between the hours of 7:00 p.m. - 11:00 p.m. Sunday graveyard differential shall be paid between the hours of 11:00 p.m. Saturday to 7:00 a.m. on Monday. Overtime compensation shall be based upon the shift differential, if any, applicable during the overtime hours actually worked; except that shift differential shall be excluded from the regular rate of pay for the purpose of computing overtime at the double-time rate.
- (4) Utility Load Schedulers assigned to twelve (12) -hour shifts shall be paid the regular shift pay differential paid to employees in the Management Employees Group for actual time worked during each shift according to the following schedule: For time worked between the hours of 4:00 p.m. and 12:00 midnight, the swing shift differential shall apply; and for time worked between the hours of midnight and 8:00 a.m., the graveyard differential shall apply. All other hours worked within a normally-scheduled shift shall be at the regular rate with no differential pay.
- (5) Non-probationary Police Officers with five (5) or more years of service as a Police Officer who are regularly assigned to Watch #1, shall receive additional compensation in the amount of \$24.00 per shift; and Non-probationary Police Officers with five (5) or more years of service as a Police Officer who are regularly assigned to Watch #3, shall receive additional compensation in the amount of \$18.00 per shift.
- (6) Non-probationary Police Patrol Sergeants who are regularly assigned to Watch #1, shall receive additional compensation in the amount of \$30.00 per shift; and non-probationary Police Patrol Sergeants who are regularly assigned to Watch #3, shall receive additional compensation in the amount of \$22.50 per shift. Assignments to Watches shall under no circumstances be considered "special assignments." Shift differential applies only to employees designated as Patrol Sergeants.

n. Miscellaneous

- (1) The top step of the salary range of any management classification shall be a minimum of two steps (approximately ten percent) above the top step of



the closest subordinate classification, with the exception of those management classifications supervising specialized classifications which are highly compensated due to labor market conditions. Subordinate classification shall be defined as any position classification in which there are employees who are supervised by the management employee.

- (2) "Y" rated employees shall receive no increase in salary unless the maximum salary established by this resolution for their classifications exceeds the amount of their "Y" rate.
- (3) A Trainee position may be established for any class in the system with a salary range starting fifteen percent (15%) (three steps) below the first step of the regular position and ending five percent (5%) (one step) below the first step of the regular position.
- (4) After investigation and approval by the City Manager, an increase of up to 15% above the top step of the current salary range may be granted to recruit or retain highly qualified employees for the City of Riverside.

o. Intermittent Differentials

After investigation and approval by the City Manager, one (1) additional salary step shall be assigned to persons found to possess additional duties and responsibilities or whose position entail certain hazards as to warrant this salary step over the base class during the time that the employee is actually performing the duties; which additional salary step shall be limited to the following:

- (1) Field Maintenance Worker who retains and possesses a Class "A" Drivers License but only during the actual working time when the employee is required to utilize the Class "A" Drivers License.

## **Section 6. ADDITIONAL APPROVED INCREASES IN COMPENSATION AND CHANGES TO THE SALARY AND CLASSIFICATION PLANS**

The City Council has approved further increases in the compensation of the employees of the City of Riverside. The Salary Plan and the Classification Plan as set forth in Sections 3 and 4, respectively, of this resolution shall be revised as appropriate to reflect the increases approved by the City Council in the compensation of the employees of the City of Riverside as said units or groups of employees now exist or as said units or groups may be changed from time to time as follows:

- Three percent (3%) salary increase effective March 24, 2006 for Management, Confidential and Executive Employees
- One and one-half percent (1.5%) salary increase effective April 7, 2006 for the International Brotherhood of Electrical Workers (IBEW) and International Brotherhood of Electrical Workers (IBEW) Management
- Two and one-half percent (2.5%) salary increase effective May 5, 2006, for the Service Employees International Union (SEIU) Riverside Chapter Local 2028.
- Four percent (4%) salary increase effective the last pay period in June 2006, for Riverside City Firefighters' Association
- Four percent (4%) salary increase effective June 28, 2006 for Service Employees International Union (SEIU) Riverside Chapter Local 1997
- Four percent (4%) salary increase effective the pay period closest to July 28, 2006 for Riverside Fire Management Group
- One percent (1%) salary increase effective the pay period closest to June 28, 2006 for Management, Confidential and Executive Employees
- One and one-half percent (1.5%) supplemental pay of salary retroactive from April 7, 2006 through August 10, 2006, for International Brotherhood of Electrical Workers (IBEW) Local 47 Supervisory Unit
- One and one-half percent (1.5%) salary increase effective pay period beginning August 11, 2006, for International Brotherhood of Electrical Workers (IBEW) Local 47 Supervisory Unit
- Four percent (4%) salary increase effective the pay period closest to September 8, 2006, for Riverside Police Officers' Association
- Four percent (4%) salary increase effective the pay period closest to September 8, 2006, for Riverside Police Officers' Association Supervisory Unit

- A salary increase effective the pay period closest to September 8, 2006, for Riverside Police Management Association Police Management Unit (RPAA) necessary to ensure that the salary range for top step Lieutenant shall be maintained at a level of 29.009% above that of top step sergeant and that the salary range for top step Captain shall be maintained at a level of 15.74% above that of top step Lieutenant
- Four percent (4%) salary increase effective the pay period closest to October 1, 2006, for International Brotherhood of Electrical Workers (IBEW) Local 47 Supervisory Unit
- Four percent (4%) salary increase effective the pay period closest to October 1, 2006, for International Brotherhood of Electrical Workers (IBEW) Local 47 Unit
- Three and one-half percent (3.5%) salary increase effective the first pay period closest to July 1, 2007 for Service Employees International Union (SEIU) Riverside Chapter Local 1997
- Three and one-half percent (3.5%) salary increase effective the pay period closest to July 1, 2007 for Riverside City Firefighters' Association
- Three and one half percent (3.5%) salary increase effective the pay period closest to July 1, 2007, for Management, Confidential and Executive Employees
- Three and one-half percent (3.5%) salary increase effective the pay period closest to July 1, 2007 for Riverside Fire Management Group
- Four percent (4%) salary increase effective the pay period closest to July 1, 2007, for Riverside Police Officers' Association
- Four percent (4%) salary increase effective the pay period closest to July 1, 2007, for Riverside Police Officers' Association Supervisory Unit
- A salary increase effective the pay period closest to July 1, 2007, for Riverside Police Management Association Police Management Unit (RPAA) necessary to ensure that the salary range for top step Lieutenant shall be maintained at a level of 29.009% above that of top step sergeant and that the salary range for top step Captain shall be maintained at a level of 15.74% above that of top step Lieutenant
- Three and one-half percent (3.5%) salary increase effective the pay period closest to October 1, 2007, for International Brotherhood of Electrical Workers (IBEW) Local 47 Supervisory Unit
- Three and one-half percent (3.5%) salary increase effective the pay period closest to October 1, 2007, for International Brotherhood of Electrical Workers (IBEW) Local 47 Unit

- Two and one-half percent (2.5%) salary increase effective the pay period closest to July 1, 2008 for Service Employees International Union (SEIU) Riverside Chapter Local 1997
- Two and one half percent (2.5%) salary increase effective the pay period closest to July 1, 2008, for Riverside City Firefighters' Association
- Two and one half percent (2.5%) salary increase effective the pay period closest to July 1, 2008, for Management, Confidential and Executive Employees
- Two and one-half percent (2.5%) salary increase effective the pay period closest to July 1, 2008 for Riverside Fire Management Group
- Three percent (3%) salary increase effective the pay period closest to July 1, 2008, for Riverside Police Officers' Association
- Three percent (3%) salary increase effective the pay period closest to July 1, 2008, for Riverside Police Officers' Association Supervisory Unit
- A salary increase effective the pay period closest to July 1, 2008, for Riverside Police Management Association Police Management Unit (RPAA) necessary to ensure that the salary range for top step Lieutenant shall be maintained at a level of 29.009% above that of top step sergeant and that the salary range for top step Captain shall be maintained at a level of 15.74% above that of top step Lieutenant
- Two and one-half percent (2.5%) salary increase effective the pay period closest to October 1, 2008, for International Brotherhood of Electrical Workers (IBEW) Local 47 Supervisory Unit
- Two and one-half percent (2.5%) salary increase effective the pay period closest to October 1, 2008, for International Brotherhood of Electrical Workers (IBEW) Local 47 Unit
- Two percent (2%) salary increase effective the pay period closest to July 1, 2009, for Management, Confidential and Executive Employees
- Two percent (2%) salary increase effective the pay period closest to July 1, 2009, for Riverside City Firefighters' Association
- Two percent (2%) salary increase effective the pay period closest to July 1, 2009, for Service Employees International Union (SEIU) Local 1997
- Two percent (2%) salary increase effective the pay period closest to July 1, 2009 for Riverside Fire Management Group
- Two percent (2%) salary increase effective the pay period closest to October 1,

2009, for International Brotherhood of Electrical Workers (IBEW) Local 47 Supervisory Unit

- Two percent (2%) salary increase effective the pay period closest to October 1, 2009, for International Brotherhood of Electrical Workers (IBEW) Local 47 Unit

**Section 7. The provisions of this resolution shall be operative on the date of its adoption.**

ADDENDUMS: JOB CODE WITH PAY RANGE / STEPS

SALARY SCHEDULE REPORT BY PAY RANGES

## **Part III**

### **ADDENDUM**

#### **Job Code Table with Pay Ranges/Steps**

## **Part IV**

### **ADDENDUM**

#### **Salary Schedule Report by Pay Range**



